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**THE RELATIONSHIP BETWEEN OCCUPATIONAL
AND MARITAL SATISFACTIONS**

**A Dissertation
Presented to
the Faculty of the School of
Theology at Claremont, California**

**In Partial Fulfilment
of the Requirements for the Degree
Doctor of Religion**

**by
James Edward Burn**

June 1968

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This dissertation, written by

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under the direction of **his** *Faculty Committee,*
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to and accepted by the Faculty of the School of
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DEDICATION

This work is first dedicated to my wife, Joyce, who has made the relationship between occupational and marital satisfactions positive and significant for me.

Secondly, this dissertation is dedicated to the memory of my loving mother, Marion Vredenburg (Frost) Burn, and to my faithful father, James Bryan Burn. From them I have already learned much about the relationship between occupational and marital satisfactions. From them I have learned to appreciate love which transcends the dissatisfactions inherent in the most complex of relationships--the marital one. For them I have profound respect for seeking together and individually, the expression of their own unique contributions to their world.

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I appreciate the initial permission given by the Reverend Harry W. Adams, Mr. Joe Globig and the Pastoral Relations Committee of 1965 for my undertaking studies leading to the Doctor of Religion degree at the School of Theology in Claremont. I continue to be grateful for the backing of my District Superintendent, the Reverend Dr. Frank S. Williams.

And how would I have gotten this dissertation together if it had not been for my professors: Dr. Harvey J.D. Seifert, whose course on "Economics and the Christian Faith" led me to much data and important insights on job satisfaction; Dr. Frank W. Kimper for his supervision of my counseling wherein his shared depth of understanding has caused me to grow and finally to produce this dissertation; Dr. Paul B. Irwin, Dr. Allen J. Moore and his secretary, Betty Hagelberger, for their early guidance in my return to school. Lastly, many thanks to all my typists, especially to Mrs. Richard C. Blackburn, who typed the final draft, and to Mrs. Joseph Tratechaud who helped so much on the initial drafts.

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CHAPTER I

INTRODUCTION

Purpose. The purpose of this dissertation is to explore factors implying a relationship between occupational satisfaction and marital satisfaction.

The hypothesis proposed is that occupational and marital satisfactions are related positively and significantly through efforts to express self worth and in the search for, and experiencing of, confirmations of worthful identity.

A correlate of this hypothesis is that the two areas of satisfaction are related negatively through the frequency with which the occupation causes separation from the spouse and/or being transferred from one's significant community.

Definitions. **Satisfactions:** This study has primarily to do with the relationship between occupation and marriage in terms of satisfaction, or happiness, or adjustment. The terms are sufficiently overlapping to warrant using them as synonyms. Furthermore, in the research cited they are not rigidly defined, and there is no way of telling exactly how the research participants interpreted them.

Occupational: This refers both to the field of specialized work and to a particular job a person has--including that of a housewife.

Identity: Erikson's concept of identity underlies the use of identity. In that sense, identity takes place where a person

...can be most himself where he means most to others...
those others, to be sure, who have come to mean most
to him.¹

Identity happens in "a niche which is firmly defined and yet seems
uniquely made for" a person.²

Example of the Implied Relationship. Consider a young husband's situation. He had a responsible job. He was considered successful and happy by most people. He married a girl he had known for many years who had much in common with him. Both families had approved of the marriage even though the young man went through considerable anxiety and doubt before the wedding. He became a faithful husband and a good provider, but all was not well. When the husband became a patient of Martin M. Stein, M.D., Dr. Stein learned that

actually, the patient's married life had been very unhappy. He was afraid of his wife, and would often neglect his work because of his fear of her displeasure. She would scold him bitterly, leading to scenes which culminated in his weeping. Only his own competence and his employer's tolerance allowed him to hold on to his job without excessive difficulty. He had very marked indigestion and suffered from many colds. Frequent sore throats caused him to miss work for several days at a time....³

¹Erik H. Erikson, Identity and the Life Cycle (New York: International Universities Press, 1959), p. 102.

²Ibid., p. 11. I owe my first insight on identity to a fellow seminarian who referred to Dr. Miller's saying that real peace comes when a man falls into his place in the world--a place between being a beast and being a god--a place where he alone "fits" as a "living participant through whom the world comes to its highest consciousness and fulfilment." Samuel Howard Miller, The Great Realities (New York: Harper & Brothers, 1955), pp. 195f.

³Martin M. Stein, "The Unconscious Meaning of the Marital Bond," in Neurotic Interaction in Marriage (New York: Basic Books, 1956), p. 66.

We can see that marital dissatisfaction can affect one's job negatively. On the other hand it may produce a positive effect on job satisfaction. One may flee to the job to escape. One may sublimate his marital hostilities and compensate for his marital frustrations. Maybe that is why so many unhappily married people still remain married! They have their jobs to give them satisfaction! But when marital dissatisfaction is so intense that it spreads into one's daily occupation, housework or otherwise, then it robs one of the energies he should be able to invest in his occupation, and vice versa.

Assumptions. An eclectic formulation of continuing psychosocial needs has been utilized. It has been assumed that the biological needs of food, shelter, sleep, and close personal warmth are met through having been loved when a child and through loving oneself adequately in the process of maturing. Beyond the biological needs, it has been assumed that the most intensive and continuing need that seeks to be satisfied is the need to be accepted as a person whose individual creativity has a right to express itself; then comes the other aspect of psychosocial needs--the need to love others in such a way as to feel worth something to them--something which confirms one's place in the world.

Glasser's contemporary view of psychiatry sums up human needs in a similar way as "the need to love and to be loved and the need to feel that we are worthwhile to ourselves and to others."⁴ He has re-

⁴William Glasser, Reality Therapy. (New York: Harper & Row, 1965), p. 9.

defined the latter need to be the need for identity,⁵ a concept already mentioned and best spelled out by Erikson.⁶

Snyg's view of human nature has been accepted with certain reservations as a working theory. His main view is that man's basic need is for a sense of increasing self worth.⁷ It is his contention that that need is insatiable which limits our reliance on his view. If he would admit to periodic--even momentary, sensations of satisfaction, then his view could be regarded as a basic assumption of this dissertation. Where his view does not admit to the possibility of temporary satisfaction, it has been discussed near the end of this study. In capsule form his view is this:

Because human beings are aware of the future, it is not enough to maintain the present perceptual self; it must be maintained for the future and in the future, built up and enhanced so that the individual feels secure for the future. Since the future is uncertain and unknown, no enhancement of the individual's experience of personal value, no degree of self-actualization, is enough. "Human beings are by nature, insatiable."..."The ideal sought is a state in which the individual feels so much in harmony with the universe, so much a part of it, that he does not have to defend himself against any other part."⁸

Erikson's philosophy of mental health based on ego psychology is accepted in this paper rather than Glasser's, and for the most part the

⁵William Glasser, Lecture (Claremont, Calif.: Annual Ministers' Convocation, Southern California Council of Churches, January, 1967).

⁶Erikson, op. cit.

⁷Donald Snyg, "The Psychological Basis of Human Values," in Goals of Economic Life (New York: Harper & Brothers, 1953), p. 353.

⁸Ibid., p. 346.

substantive issues have been treated in terms of normalcy. That is, almost all the research available on the subject--which is little--has been based on questions addressed to apparently normal couples and individual employees. Their degree of neurosis or psychosis was not measured, so it has been assumed that the statistical populations which they made up contained the normal ten per cent factor of emotional illness found in numerous mental health poles.⁹

Perhaps ten per cent or more of the cases of marital and occupational dissatisfaction are due to some degree of emotional illness. Many authorities feel that most emotional illness comes from inner conflicts--conflicts indeed caused mostly by outer familial circumstances--but circumstances primarily experienced in early childhood. But it is pertinent to this study to note that more and more authorities are also pointing out the causative factors in a person's present life relationships. And what is more, it is present relationships through which more and more therapy is taking place.

So, it is assumed that by dealing with the present reality of the two most basic areas of present relationships--occupational and marital ones, a higher level of emotional satisfaction can be experienced when therapy is applied to the inter-relatedness of occupational and marital satisfactions.

Justification For This Study. First, there has been little

⁹"What Are The Facts About Mental Illness?" (Washington, D.C.: National Committee Against Mental Illness, 1957), p. 1.

formal research on the substantive question: Are occupational and marital satisfactions related?

Second, various persons in charge of employees report marital discord which affects employees' work negatively. The implication from such reports is that a satisfying marital relationship will support expected job performance. (It does not imply job satisfaction though). Such reports should motivate industrial management to initiate research on the subject. Such research might give management a more practical way of dealing with employee dissatisfaction.

Third, more knowledge is needed on what affects both occupational and marital choices, because those two choices are the most important decisions most people ever make.

Fourth, the Church has a unique responsibility to help persons find themselves in occupations commensurate with their abilities, education, training, and prevailing circumstances. In this way, church people could help those who have lost their way in marriage, and in the working world, to find their way to the satisfactions God has meant for them. This could become a new mission frontier!

In The Pastor and Vocational Counseling, Charles F. Kemp points out that the vocational guidance movement has been primarily concerned with vocational choice and has only recently begun to pay attention to vocational adjustment.¹⁰ In lieu of the impending effects of automation and cybernetics, it will be vocational adjustment that is the great need

¹⁰Charles F. Kemp, The Pastor and Vocational Counseling, (St. Louis: Bethany Press, 1961), p. 101.

in the next decade and beyond. Money is insufficiently invested in public schools for helping youth make the right vocational choices, and practically none at all is invested in helping the forty-year-old make vocational adjustments:

He does not have a guidance counselor to whom he may go, he does not have a class in school or church in which to discuss such matters. Yet vocational problems may be one of his most serious concerns.¹¹

Fifth, according to a recent study by top marriage counseling authorities, half of today's married people are living together unhappily!¹² So, present marriage relationships in our country need considerable shoring up for their own sakes and for the future of our culture. Group marriage counseling under the auspices of the church could help with this since such a concern is directly related to the redemptive purpose of the Church. For example, in one congregation a marriage seminar conducted by a psychiatrist and a pastoral counselor had as one of its goals the saving of marriages which were "on the rocks."¹³

With counsel, the marriage relationship can be an environment so creative that it draws out buried talents from both husband and wife,

¹¹
Ibid.

¹²David and Vera Mace, Marriage East and West (Garden City, New York: Doubleday, 1960) cited by Charles William Stewart, The Minister as Marriage Counselor (New York: Abingdon Press, 1961), p.11.

¹³Malvin Braverman, M D., and J. Edward Burn, B.D., "In Church Management of the Troubled Marriage" (Pasadena, Calif.: First Baptist Church, Unpublished manuscript, 1963).

providing new occupations for an economy which is eliminating old ones. At least it can be an environment healthy enough to make it possible for both mates to cope with the frustrations involved in occupational change. If the relationship is already "on the rocks," then any additional strain from occupational change could smash it; the implications in such loss of marital satisfaction is caught in the words of Bishop Kennedy: "I don't think there's been a nation yet that didn't go down when the marriage relationship broke down."¹⁴

Limitations. No attempt has been made to initiate fresh research; hence this study is based upon findings from the statistical research of others. There is some question about the validity of the job satisfaction research previously done. A contemporary group of specialists in the field contend that there are three falacious assumptions underlying most studies of the job satisfactions: 1) that all workers have a clear perspective of the hierarchical structure of the organization involved; 2) that all the workers desire to move up, and 3) that the worker's degree of job satisfaction is a function of success in a graded occupational structure. Such assumptions ignore the satisfying realities of urban society, such as different aspirations of subgroups. The basic factor underlying all these faulty assumptions is that they ignore individual differences.¹⁵ This factor is probably the

¹⁴Gerald Kennedy, Sermon (Los Angeles: Annual Laymen's Luncheon, 1966).

¹⁵Glenn P. Fournet, et al., "Job Satisfaction: Issues and Problems," Personnel Psychology, XIX: 2 (Summer 1966), 165-183.

basic fallacy in attempts to generalize about any relationship between occupational and marital satisfactions.

A further fallacy is found in the usual job satisfaction questionnaire which accepts what the individual says about the job, and deals with items or job-intrinsic factors without also asking about the person and his life. For instance, Joseph Weitz asks, "What if you have individuals in your firm who are chronic grippers?" Such a fact of an individual's life should be a part of that individual's own index of satisfactions and dissatisfactions.¹⁶

Another limitation in the measurement of job satisfaction is that personality differences have traditionally played little part, although they have been the major focus of those interested in the occupational choice process and in marriage counseling.¹⁷

The measurement of job satisfaction is further limited by the assumption that differences in job satisfaction are the exclusive result of differences in work roles. Much research has been based on that assumption, but new knowledge reveals that the assumption must be discarded. And according to a noted authority, neither situational nor personality variables are warranted assumptions alone. It is proposed that job satisfaction must be assumed to be the result of the operation of both and therefore calls for a simultaneous study. As it is, very few studies have dealt with the differences among work roles and among

¹⁶Joseph A. Weitz, "A Neglected Study of Job Satisfaction," Personnel Psychology, V (1952), 201-205.

¹⁷Victor H. Vroom, Work and Motivation (New York: Wiley, 1965), p. 173.

individuals in the same study.¹⁸ This would be necessary for a highly valid test of the relationship between occupational and marital satisfactions.

This study is also limited by having not dealt with labor unions as a factor in job satisfaction. Nor have union efforts to improve family and/or marital happiness been studied. Nevertheless, unions have probably functioned as the most dynamic means of obtaining financial and job-security satisfaction. It is significant that very few job-satisfaction studies have been union sponsored, if any!

Sources. The primary sources are of three kinds:

1. Personal observations from this writer's own marriage counseling cases.
2. Personal observations by this writer under professional supervision.
3. Original research directly related to one or more phases of the substantive question.

The first two have come from couple and group marriage counseling cases experienced in two different southern California settings between 1962 and 1966. One was at the First Baptist Church of Pasadena where a marriage seminar was carried on for a year and a half. Voluminous notes on that seminar are on file. From them a preliminary unpublished manuscript has come forth entitled, "In-Church Management of the Troubled Marriage."¹⁹ The first nine months of the seminar were supervised personally by psychiatrist and psychoanalyst, Malvin Braver-

¹⁸Ibid.

¹⁹Braverman, op. cit.

man, M.D.,²⁰ assisted by myself as a clinically trained pastor. The last nine months were led by me with some consultation by Dr. Braverman.

The second setting was the Claremont Area Pastoral Counseling Center directed by the Rev. Frank W. Kimper, Ph.D.²¹ Some of the tape-recorded counseling sessions reported in this dissertation are on file at the center.

The third category of primary sources includes: Richard C. Lang's unpublished Master's thesis, "A Study of the Degree of Happiness or Unhappiness in Marriage," (University of Chicago, 1932); parts of Predicting Success or Failure in Marriage by E.W. Burgess and L.S. Cottrell (New York: Prentice Hall, 1939); and other research covered in Chapter V whose conclusions are listed in the next section of this introduction.

Other sources, while including original works, were not directly related to the substantive question and so have been utilized as secondary sources in this dissertation. The most important ones include: Otto Pollak's interaction patterns of different stages in the marital life cycle;²² Ann Roe's revised 1964 version of person-oriented and

²⁰Member of Hacker Psychiatric Associates, Beverly Hills and Lynwood, Calif., and consultant to the Psychiatric Dept., St. Francis Hospital, Lynwood, Calif.

²¹Professor of Pastoral Care, Southern California School of Theology at Claremont, Calif.

²²Otto Pollak, "Sociological and Psychoanalytic Concepts in Family Diagnosis," in The Psychotherapies of Marital Disharmony (New York: Free Press, 1965), pp. 18f.

non-person-oriented interests;²³ and Donald Super and associates' outline of the stages of vocational maturity.²⁴

History of the Relationship. The history presented in Chapter V is constructed chronologically, and is offered as a contribution to a greater understanding of the substantive relationship. Both the relationship, attitudes toward it, and research results about it, should be understood in the context of cultural trends bound by time and place. For instance, Lang's work was in the context of 1932--Chicago; my observations have been within the context of 1961-66--southern California.

A brief abstract of discoveries of factors in the substantive relationship reveals the following highlights: When men and women choose the same occupation and work in the same department they tend to marry each other (Marvin, 1918); wives get jealous of husbands' jobs, and a wife's economic dependency and a business man's income make for marital happiness (Hamilton and MacGowan, 1929). In 1932 Richard Lang's work revealed a striking relationship between the social value attributed to a job and the degree of marital happiness attested to by 17,533 husbands and wives, but his discovery was not published until 1939 in Burgess and Cottrell's work.

Not knowing of Lang's work, Hoffeditz did research in 1934 which

²³Anne Roe and Marvin Siegleman, The Origin of Interests (Washington, D.C.: American Personnel and Guidance Association, 1964).

²⁴Donald E. Super, et. al., Career Development (New York: Columbia University Teachers College, 1963), pp. 79, 81.

led to the conclusion that male dominance in marriage is related to "high" occupation. Also lacking the benefit of Lang's work, a group of researchers came to a separate conclusion from a study of 792 couples that the highest degree of happiness in marriage was being experienced when the husband had a professional occupation (Terman, et. al., 1935). By 1939 Burgess and Cottrell had come forth with their conclusion based much on Lang's work that there is a direct (favorable) relation of social control and inverse (unfavorable) relation of mobility of occupation to marital happiness. Working separately the same year as Burgess and Cottrell, S.M. Wesley found that attitude toward job is significantly and positively related to attitude toward life in general.

By 1945 it was claimed that marital happiness is not dependent upon financial status or income. It was shown in that claim by Elmer that it is the degree of certainty of income that is related to marital happiness. Morse (1953) determined that married persons have a greater need for money and status than single persons, and that different stages of the life cycle require different levels of pay and status for satisfaction. Blood and White (1960) concluded that when economic necessity is related to the wife's employment status, a pattern of differential marital satisfaction emerges. They also learned that working wives of low-income husbands and those of non-working wives of high-income husbands may be equally satisfied maritally. And yet in 1965 research revealed no consistent connection between a wife's employment and marital adjustment (Mudd, et. al.)!

Methods. Research methods have been limited to logical use of

well equipped libraries and this writer's own clinical observations. Valid tests of both marital and job satisfactions have not been found available, so tests used by others have been the best means available to support the aim of this dissertation.

CHAPTER II

WORK AND SERVICE AS MEANS TO SATISFACTION AFFECTING MARRIAGE

Keys to higher satisfaction in work and marriage call for appropriate attitudes and awareness of one's existential inheritance, as well as awareness of what is happening in our economic oligarchy. The pleasure-reality principle is tied in with work and marriage, and the meaning of work is not unrelated to the meaning of one's marriage.

If one is married, it is assumed that he has some love for his mate. Responsibility, even more than love, may move people to serve and find satisfaction in doing it. Although satisfaction comes through both marriage and work experience, it will take a new kind of commitment in vocational life in order to achieve it in the rapidly changing job situation. This may entail one's finding a flexible vocational identity, even prior to marriage. One may also need to renew his identity in small groups as the technical age continues to make everything mechanical.

Work as Means to Satisfaction.

Work brings satisfactions to human beings, and many people would work even if there were no financial necessity. Work ties people into society. To the typical middle class working man of the 1950's (in the U.S.) work meant "having a purpose", "gaining a sense of accomplishment",

"expressing himself", and "having something to do".¹

When one has "something to do" he can affirm who he is. This satisfies his bodily urges and fulfills his perception of his role in society.

Freud recommended work as a great opportunity to sublimate instinctual impulses in a way which would bind man more closely to reality,² and Ives Hendrik proposed a modification of Freud's view. He describes it this way:

Work is not primarily motivated by sexual need or associated with aggressions, but by need for efficient use of muscular and intellectual tools, regardless of secondary needs--self-preservative, aggressive or sexual--a work performance may also satisfy, that primary pleasure is sought by efficient use of the central nervous system--for performance of well integrated ego functions which enable the individual to control or alter his environment.³

Vroom, a contemporary critic of such intuitively appealing conceptions, says that they are not empirical.⁴ He contends also that evidence presented so far does not warrant any generalization for why people work,⁵ since the difference between individuals has not been taken into account differences in work roles, financial rewards, energy required, social status, content of the function of job tasks,

¹Nancy C. Morse and R.S. Weiss, "The Function and Meaning of Work and the Job," American Sociological Review, XX (1955), 191-198.

²Sigmund Freud, Civilization and Its Discontents (Garden City, N.Y.: Doubleday, 1958), p. 21.

³Ives Hendrick, "Work and the Pleasure Principle," Psychoanalytic Quarterly, XII (1943), 311-329.

⁴Victor H. Vroom, Work and Motivation (New York: Wiley, 1964), p. 38.

⁵Ibid.

and social interaction.⁶

Ego psychologist, Robert W. White, believes that work can be innately satisfying. He sums up his concept of "effectance motivation" by saying that behavior that has an exploratory, varying, experimental character produces changes in the stimulus field wherein "the feeling of efficacy is innately satisfying,"⁷ In other words, work can be satisfying as an end in itself.

A Christian writer, Dorothy Sayers, supports this view of work when she says that Christian work should be

'a way of life in which the nature of man should find its proper exercise and delight and so fulfil itself to the glory of God...'

'a creative activity undertaken for the love of the work itself,' in which 'man, made in God's image, should make things, as God makes them, for the sake of doing well a thing which is well worth doing.'⁸

However, all work is not as potentially satisfying as Miss Sayers implies!

Work, Ambivalence, and Serendipity Plus. The word, "work", does not convey a positive feeling. Its connotations are negative, and yet, take work away from most people and they will be unhappy. "Work" implies something which one does not wish to do--but which must be done. It must be done to obtain something which one needs and wants in order to stay alive. So work has ambivalent feelings associated with

⁶Ibid., p. 42.

⁷Robert W. White, "Motivation Reconsidered: The Concept of Competence," Psychological Review, XLVI (1959), 297-333.

⁸Dorothy L. Sayers, Why Work? (London: Methuen, 1942), p. 1.

it. There is a correlation between ambivalence toward one's work and ambivalence in one's marriage. This may result from the fact that a neurosis infects all phases of the individual's life, or reflects a simple cause and effect relationship.

Speaking of the individual and his work, Freud wrote:

...in his work he is at least securely attached to a part of reality, the human community... And yet as a path to happiness work is not valued very highly by men. They do not run after it as they do after opportunities for gratification. The great majority work only when forced by necessity, and this natural human aversion to work gives rise to the most difficult social problems.⁹

The problem of ambivalence toward job and marriage may be increasingly solved by cultivating an attitude of expectant hope. An attitude of "I will find something of value in what I am doing" counteracts much ambivalence. A positive will to unearth meaning from boring but necessary tasks may be just as important as finding the right job. Such will for meaning goes beyond the experience of "serendipity" wherein one finds something unexpectedly greater than that which he sought consciously.¹⁰ However serendipity may need to become the philosophy upon which one's expectation of satisfactions is based. We should understand serendipity as the making of wondrous discoveries without looking for them. One can adopt the attitude that there are happenings inherent in his occupation and his marriage which will lead

⁹Freud, op. cit., pp. 21 f plus note.

¹⁰Sir Horace Walpole writing to a friend in 1754, commented on the legend of three princes of Seredip and thereby coined the word;-- cited in Gerald Kennedy, "Concerning Peace of Mind," in Fresh Every Morning (New York: Harper & Row, 1966), p. 74.

to "wondrous discoveries." He can do that without looking for exactly what they will be. Such an attitude may be called "serendipity plus."

Importance of Attitude Toward Work and Marriage. In order to understand better the relationship between occupational and marital satisfactions we need to grasp the prevailing attitudes toward work in our Western culture and in the U.S. in particular.

Positive connotations of work did not really develop until the Reformation. From then on, bodily or mental labor were seen as means to increasing the glory of God. The route to salvation was seen as laborious on the one hand, while paradoxically, on the other hand, based on "faith alone". This strange combination reveals an ambivalent attitude toward work even when associated with satisfactions to be had in a life after death. Even St. Paul suggested ambivalence when he proclaimed Grace as the means to religious salvation,¹¹ because he also said "...work out your own salvation with fear and trembling..."¹²

The Calvinistic influence in American Puritanism is still a thick stratum running through American attitudes toward work. Highlights of that influence get expressed in ideas like: work is duty, work hard, success in work is evidence of God's favor, work must be utilitarian, and stay in the same line of work to be "good".¹³

Contemporary trends include working for success at any price--even at the price of one's individuality. A strong drive to possess

¹¹Ephesians 2:8-10.

¹²Philippians 2:12f.

¹³Cf. Ruth Barry and Beverly Wolfe, An Epitaph for Vocational Guidance, Myth, Actualities, Implications (New York: Teachers College Columbia University, 1962), pp. 169f.

material objects symbolic of success is prevalent too, but material success is not commensurate with job satisfaction. There is also a trend for business management to be quite interested in work attitudes. Industry has invested in much research to learn how to make workers happier with their jobs, but even so, much dissatisfaction seems to persist as an increasing malady.¹⁴

Awareness--A Solution. Even though job dissatisfaction may be increasing, more and more is being learned about the therapeutic value of work as a preventive medicine for normal people, as well as a recommended treatment for neuroses and psychoses.¹⁵

Dissatisfying as work may seem, it apparently satisfies unconscious needs. On the other hand some people pretend they "couldn't be happier" while they are actually denying their dissatisfactions. Partial solution to this is for a person to become aware of what dissatisfies him in his work as well as what satisfies him. To share this with his wife would help her to understand why he seems angry one day when he gets home and happy the next.

In 1931 V. E. Fisher and Joseph V. Hanna came out with The Dissatisfied Worker. It was their informed view that most complaints about jobs stem from the fact that the person is not aware of himself, and that if he is somewhat aware, he conceals it from everyone. They

¹⁴Cf. ibid., p. 174.

¹⁵John M. Bellinsky, "Seminar in Analytical Psychology," (Newton Centre, Mass.: Andover Newton Theological School, 1959); also Douglas V. Steere, Work and Contemplation (New York: Harper & Brothers, 1957), pp. 91-102.

felt that the chronically dissatisfied worker was so because of early maladjustment, primarily regarding self-assertion and sex.¹⁶

Awareness of Economic and Technological Context Too! The password in this age is "change". Awareness of this may become as important as awareness of what does and does not satisfy in a job. As J. Edward Carothers has put it for the Church:

We need a Christian doctrine of vocation that will produce in the minds of all job-seekers a basic flexibility with regard to the kind of job one will hold. Up to the present time we have placed emphasis on training for a "life work."¹⁷

There is need to become aware of the cultural context in which we work. Economic and technological complexities of this age are moving us increasingly to more "central decision making with increasing effects on all of life,"¹⁸ especially on married life! It is J. H. Oldham, of the World Council of Churches, who points out that "technical rationality" is becoming so much the means to efficiency that human beings are becoming quite dispensible and passive as functionaires on the job.¹⁹ It is possible that the male employee is also becoming more and more dispensible and passive in his marriage relationship because of the technological avalanche at work and the rise of the

¹⁶V. E. Fisher and Joseph V. Hanna, The Dissatisfied Worker (New York: Macmillan, 1931), p. 26 and passim.

¹⁷J. Edward Carothers, "Your Job and its Future," in Christians in a Rapidly Changing Economy (New York: National Council of the Churches of Christ in the U.S.A., 1963), p. 37.

¹⁸J. H. Oldham, Work in Modern Society (New York: Morehouse-Gorham for World Council of Churches, 1950), preface.

¹⁹Ibid., p. 12.

effective working wife. Add to that the "Momism" discovered in World War II and this provides a basis for predicting a mass castration complex on the part of the American male! Its effects on the marriage relationship should be obvious.

But it is not only the marriage relationship that is threatened by this, it is also our society itself. As we increase our efficiency we are increasing the number of persons who feel "superfluous to the common good," and that is dangerous to the well being of any nation.²⁰ The concern here, however, is with what it is doing to individuals and their marital relationships. The latter may become less meaningful because one of its partners has felt the imprint of the stigmata--"Not Needed!"

Part of the contemporary cultural context in which we now work is that of "the group" as the new unit of human efficiency. Fortunately this acts as "an antidote to the effects of technocracy" as Oldham so well points out.²¹ Also the small group at work or elsewhere provides a place where identity is most surely found. A further remedy to the situation is that individuals are having more to say about the conditions under which they should work.²²

Pleasure--Reality Principle, and Incentive. It is probably true that for most people the pleasure-pain principle leads to a dislike of work, while the reality principle motivates performance of work when

²⁰Aaron Levenstein, Why People Work (New York: Crowell-Collier Press, 1962), p. 213.

²¹Oldham, op. cit., p. 15.

²²Ibid., p. 21.

there is a relevant reward.²³ When a person is told (or begins to sense) that he is not needed, it causes that person's incentive to go downward--unless he is oriented to the idea that he may be needed more elsewhere! It is the major contention in this paper that the need for expression and confirmation of worthwhile identity is the common need to be satisfied through one's occupation and marriage.

The Administrative Age and Meaning of Work. We are warned that this is the "administrative age" and that its function is to control man; it will not be as easy to manage as the industrial age wherein nature was controlled in the service of mankind.²⁴ As nature became so controlled, society emerged, and so it has been said that work has been "the means of maintaining the existence of society."²⁵ But the question now concerning authorities is whether there is any motivation to work which is "sufficiently powerful to maintain the structure and also accomplish the aims of modern society."²⁶ Perhaps Erich Fromm has a key to this larger problem as well as the particular one of "Not Needed!" He says that the solution is to have a humanist industrialism in which full development of man's potentials of love and reason become the aims of all social arrangements. In such a society production and consumption would be used only as a means to those ends.²⁷ My

²³Cf. Levenstein, op. cit., pp. 24f. ²⁴Oldham, op.cit., p. 27.

²⁵Ibid., p. 49.

²⁶Ibid., p. 22.

²⁷Erich Fromm, "Our Way of Life Makes Us Miserable," Saturday Evening Post, CCXXVII:10 (July 25, 1965).

aspirations for marital and occupational satisfactions seem to fall under Fromm's proposal for society.

Service as Means to Satisfaction

Serving Spouse and Family. In relating occupational satisfaction to marital satisfaction there must be a consideration of the value placed upon service by the working spouse. Perhaps his major motivation for working at a particular job is to obtain enough money to please his wife. In the words of the Apostle Paul, a married man may be "anxious about worldly affairs, how to please his wife," with divided interests as far as work goes.²⁸ This man is not working for himself alone. Rather than finding satisfaction in the job itself, he is more apt to find it through what the job can do to serve his wife's needs and/or desires. His work is a means to that end. Or, he may be working to please his whole family. The wise working spouse will draw the line as to the kind of work he will do even though the financial reward would make his family very happy. He might take a job which he does not particularly like, thinking that its security or financial rewards will sufficiently compensate for his dissatisfaction with it. The moment of truth comes when he realizes he is working twice as hard at something he not only does not like but which he also is not doing very well. Perhaps he can still serve the needs of his family by finding out where society needs him most--according to his talents, training, interests, willingness, and opportunities.

²⁸I Corinthians 7:33.

Avoidance or Adjustment? According to the evidence we have been presenting, a person should avoid doing work which is not in keeping with his satisfaction. It is related to his idea of what he should be--his self-concept. Yet, he could let his concept grow because of the intensity of the need of others. He could learn to find something of value in the job they need him for. He could adopt the attitude of serendipity plus. He could adjust within reason. Does this not approach the feeling that has long been held about work--the feeling that work is that which needs to be done but which one does not like to do? It becomes "work" precisely because it is not something the individual likes. Work can become "service" when it is something which needs to be done for others, but which they can not do! It seems a fact of life that in our pleasure seeking culture the utopians may just have to accept the fact that there will probably be some "work" in every job, and that "service" involves some giving up of what the self wants--as well as requiring investment of talents which the self enjoys exercising. The negative connotation here given to work is simply the semantic value that is still reflected by our culture. It is emphasized to caution us about the danger of avoiding a job because it is not something we want to do. The very thing we wish to avoid may show up in the job we thought would be ideal!

Nevertheless, there is a happy medium. One had better not "kid" himself about taking on too much of what he does not like. He will probably do it poorly--to the detriment of society and himself--and produce dissatisfaction in his marriage.

Consider the question of avoidance or adjustment in the relation-

ship between occupation and marriage. Suppose the husband has accepted a newspaper job with his father-in-law because the wife desired it and because the husband had no strong desire to do anything else. The job might "pan out." On the other hand, it might take years before the husband would admit that he was not meant for the job. Loving his wife, he has not wanted to disappoint her, but one day he either ends up in a hospital or blurts out the truth to his wife. He tells her that he never did want to be a newspaper man--like her father. Or, perhaps the marriage had already broken up without any honest sharing.

The point in this hypothetical case is that one should be careful in his acceptance of his spouse's appraisal of his job.

Lastly on this issue, there is the fickleness of opportunity and the necessity for applying the principle of serendipity plus in one's on-going occupational life. Many marriages may be hurt because the opportunity that might have been did not materialize. Many wives may be even more disappointed than their husbands when a change of job makes it more difficult to hold on to marital happiness.

Service--But Not to Detriment of Personality. It was early in the life of the Church that work was made inseparable from service to fellow-man. In that sense work was a ministry ("ministry" means "service"). Production of goods was to be in keeping with serving man's needs--and man's needs included the needs of the workers too--even the manner in which their needs were met. The wholistic view of man as conceived by early Church fathers was that man as a worker is inseparable from man as a person, and his efficiency in work will be proportionate

to the extent to which it offers satisfaction to his whole personality.²⁹

Industry has increasingly heeded this view--though not without resisting it also! As a result, human satisfactions have become natural by-products of the industrial process.³⁰ So, even industry itself has emphasized working for others rather than exclusively for itself. Both industry and its individuals can enter into a redemptive transformation of the world. That may involve some suffering. Even so, as long as it is not at the cost of personality it can bring the highest sense of satisfaction that one can know.³¹

Motivation: Responsibility. Such a lofty motive for work is not the reason most people stay on their jobs. Probably responsibility to support their families is the greatest reason. To work for the good of society may be too abstract and remote an idea to induce men to serve toward that end. Nevertheless it seems reasonable to consider that mankind may need to be caught up in some great purpose. For instance there should be a continuance of the mission to save mankind. One way is to help individuals find higher satisfaction in this life. The bulk of American employees must understand that at least a fifth of our people do not experience the basic satisfactions of life--adequate love, food, housing, clothing, freedom, and opportunity. This fifth is just a segment of the two-thirds of the world's people who have even less basic satisfactions than our "one-fifth." Yet, the U.S. has 35 per cent of the world's goods and consists of only 6 per cent of the

²⁹ Oldham, op. cit.

³⁰ Ibid.

³¹ Cf. ibid.

world's population!³²

Selfishness: Obstacle to Higher Satisfaction. While Americans have been meeting some world needs, a strange by-product of American Protestantism has come about: an emphasis on selfhood and the family has increased to the neglect of the neighborhood.³³ The sin of selfishness is persistent!

One's very occupation may fall into the selfish category. One will not long be happy if others let him know that they think his occupation is a "selfish one," and yet selfishness is also a virtue in our society! One's occupation may satisfy primarily himself, and still be very much needed by society. Happy is the person who finds such a combination. Such a combination usually adds to marital happiness because the working person has been able to express his worthful identity and has been confirmed in it by society. A working widow illustrates this. She has been making wigs for more than forty years. She says, "The satisfaction I receive from making bald men happy gives me a satisfaction that money can't buy."³⁴ Her husband appreciated her occupational path to happiness, and her happiness contributed much to their marriage. Her first pay check even made it possible for her husband to start out in the business he had always wanted to be in--the furniture business. This occupationally satisfied widow says even now, "I'm one

³²Albert Terrill Rassmussen, Christian Responsibility in Economic Life (Philadelphia: Westminster Press, 1965), p. 2.

³³Ibid., p. 1.

³⁴Josephine Turner, Glendale, Calif., 1967.

of those fortunate persons who was gifted by God so that my work is really not work to me; I love my work."³⁵

Motivation to work may lie anywhere between egoism and altruism.³⁶ When it lies at the middle point between these poles it reflects a reasonably well balanced personality. As it moves toward altruism it can represent a high degree of maturity which is required in the higher religions. It also reflects an adjustment to a world which usually requires that infantile selfishness be sluffed off. One's work may not require this as much as one's marriage--if happiness for both partners is to come about.

Commitment--Antidote to Selfishness and Key to Identity. The antidote to selfishness is a commitment to the partner beyond exclusive commitments to oneself. One's work has a way of demanding a similar requirement. In fact, the path to maturity and worthwhile identity includes what Erik Erikson has called "commitments for life." They are commitments which have been accepted or confirmed by those in one's working environment. It happens when the person has subordinated his childhood identifications to a "new kind of identification, achieved in absorbing sociability and in competitive apprenticeship with and among his age-mates."³⁷

³⁵Ibid.

³⁶Harvey J.D. Seifert, "Christian Faith and the Economic Order", (Claremont, Calif.: Southern California School of Theology, January 18, 1967).

³⁷Erik H. Erikson, Identity and the Life Cycle (New York: International Universities Press, 1959), p. 111.

"Commitments for Life" versus Flexible Commitment. Erikson may have to alter his concept of "commitments for life" in the light of the increasing need for what J. Edward Carothers has called "a basic flexibility with regard to the kind of job one will hold."³⁸ One may wish to retain a concept of his worth to others in terms of a specific occupation, but the need for his occupation may become so reduced that he will have to be retrained for something else. If he does not wish to be retrained or is unable to retrain, he is likely to regress to that adolescent experience known as identity diffusion. Such a condition is a threat to large numbers of people in this age when occupations are being changed and eliminated every day. The resultant identity diffusion cuts short the expression and confirmation of worthwhile identity. It is apt to hurt the marital relationship. Yet that relationship could become the "commitment for life". Such a lasting commitment can consistently confirm one's worthwhile identity. Thereby that identity is encouraged to find various avenues of expression.

Worthful Identity--Prerequisite to Marital Satisfaction. All the sympathy, empathy and prayers of the spouse may be needed when the bread winner loses his occupational identity. If he feels there is no place for him in the working world, he may feel there is no place for him in reality. This seems especially true for men, since historically a man and his work have been almost inseparable. Satisfaction with occupational identity is, in the long run, probably a prior necessity to satisfac-

³⁸Carothers, op. cit.

tion in marriage.

Identification with Others--Basic to Service and Identity. The role of other people as a factor in occupational and marital satisfaction is crucial. It is what others expect of us that often keeps us on the job and in the marriage. It is often because someone cares, that we experience satisfaction from the job and in our marriages. Even if our motives are not those of service, our satisfaction with our work and in our marriage is quite often dependent upon the sustaining influence of "someone else's valuation:"

...the gaining of status in one's own eyes through the value set on one's effort by others, particularly by one's work group or immediate associates, is all-important. It is the impulse which prompts much work that is unpaid...This ought to be true also of a man's daily occupations.³⁹

Social psychologists emphasize that all work is social and that, therefore, the decision to work is very crucial in itself.⁴⁰ So, satisfaction in one's work has a lot to do with one's social relationships. Yet, if one is too dependent on those relationships he will become one of these "other-directed" persons! Ideally,

there is no necessary conflict between the basic aspirations of others. There is no inevitable conflict between the individual and society...The man who loves his neighbor as himself has not abandoned self-interest. He still seeks for self-enhancement, but his self now includes his neighbor.⁴¹

³⁹Oldham, op. cit., p. 24.

⁴⁰Vroom, op. cit., p. 39.

⁴¹Donald Snyg, "The Psychological Basis of Human Values," in Goals of Economic Life (New York: Harper & Brothers, 1953), p. 359.

"Identification with others is the basis of ethics,"⁴² but there is a growing feeling among psychologists that self-acceptance is necessary before we can identify or love others.⁴³ Much grief in marriage and at work results from lack of self-understanding and acceptance! But one learns to accept himself only by being accepted, an experience which usually begins in that small group called the family--and the smallest unit of the family is a husband and wife. In that small group, identification can be most complete since it is in small groups where people most freely identify.⁴⁴ Of course, just to become like one another in marriage does not necessarily lead to marital satisfaction!

A Transcending Purpose and Interdependence. One authority claims that we need a "self-transcending purpose...to satisfy our relational being." When we find such a purpose, we find that our occupation becomes a call to serve. Pride in work well done is important, but man has a greater need--the need for the experience of "dependence on what others did to help."⁴⁵

Such dependence should be understood as interdependence and as a link in the chain of relationship between occupation and marriage. A man's degree of job satisfaction can become very dependent upon what his wife does to help. Yet such dependency must be temporary or the man's self confidence will be undermined. He can appreciate having been helped by his wife, but he is apt to resent her continued help. He

⁴²Ibid., p. 360.

⁴³Ibid.

⁴⁴Ibid.

⁴⁵Rasmussen, op. cit., p. 12.

might develop a hostility for her which could easily unleash buried hostilities toward his mother who may have tried to overprotect him. He might not even be aware of this and thus displace his hostility on to many persons who do not deserve it. If he has allowed (unconsciously) his wife to be a substitute for his mother, he is not apt to express his hostility to her, but again is more likely to displace it on all persons except her!⁴⁶

Summary.

Work is both a means and an end to satisfaction. When it is an end in itself it produces one level of satisfaction—a necessary level. However, when it is a means, it can become generative of a higher happiness, if it is connected with serving the needs of others too. Related to the substantive issue, attitude toward work is much related to resultant satisfaction in marriage. Awareness of attitudes helps allow satisfactions to happen, while awareness that one is "Not Needed" is a traumatic experience for most people. Responsibility, flexible vocational commitment, worthwhile identity, and a transcending purpose—all tie work and wife together!

⁴⁶Cf. Robert G. Hinkley, M.D. and Lydia Hermann, M.S., Group Treatment in Psychotherapy (Minneapolis: University of Minnesota Press, 1951), pp. 72, 120.

CHAPTER III

SATISFACTION DETERMINANTS OF OCCUPATIONAL CHOICE AND VOCATIONAL MATURITY

This chapter has to do with psychic forces which influence choice of occupation, along with on-going choices within occupations, and a person's resultant vocational maturity. The term "vocational" in connection with a maturing process conveys what is really happening when a person remains within a particular occupation sufficient time to see that it has been a "calling".

Beneath our choices there are forces which may be classified as general interests, and so it is appropriate to study the "Origin of Interests". Then "Occupational Choice" is more easily understood and some of its unconscious components are more appreciated. This emphasis on unconscious determinants is not meant to imply that people are totally directed by them. To make sure that the element of free choice is emphasized, a pertinent paragraph on the subject has been included.

Even more important than one's basic interests is his self-concept in relation to his on-going choices in both occupation and marriage.

Origin of Interests.

Anne Roe and Marvin Siegelman have a tested theory of the origin of interests as related to vocational choice. Their use of "interests" is in terms of any activity (action, thought, observation) to which one

gives effortless and automatic attention.¹

As an interest grows it creates a lasting tensional condition that leads to congruent conduct. The conduct becomes agent for selecting and directing whatever is related to the interest.²

Roe and Siegelman based their study on a well-founded assumption that orientation toward persons is a basic interest dimension.³ In 1956 Roe organized a classification of occupations with psychological relevance. They had two dimensions: group, and level. "Group" was essentially an interest classification and referred to the primary focus of the activity. The groups were ordered in forms of interpersonal interactions involved. "Level" referred to the degree of responsibility, ability, and education required. The importance of this one dimension, the degree and kind of interpretation of intention, is buttressed by studies in which differences in orientation toward other persons appear as highly discriminating.⁴ Roe and Siegelman say:

It is our thesis that one of the earliest and greatest differentiations in interests develops from the degree to which attention is focused on persons and that this difference in focus of attention develops very early in life and primarily as a result of experiences. Further differentiation follows throughout life.⁵

The person-oriented individual may be nurturant, exploitative, succerant, demanding, submissive, etc., or his attention may be primarily

¹ Anne Roe and Marvin Siegelman, The Origin of Interests (Washington, D.C.: American Personnel and Guidance Association, 1964), p. 3.

² Ibid., citing Gordon W. Allport, Pattern and Growth in Personality (New York: Holt, Rinehart & Winston, 1961).

³ Roe, op. cit., p. 64.

⁴ Ibid., p. 4.

⁵ Ibid.

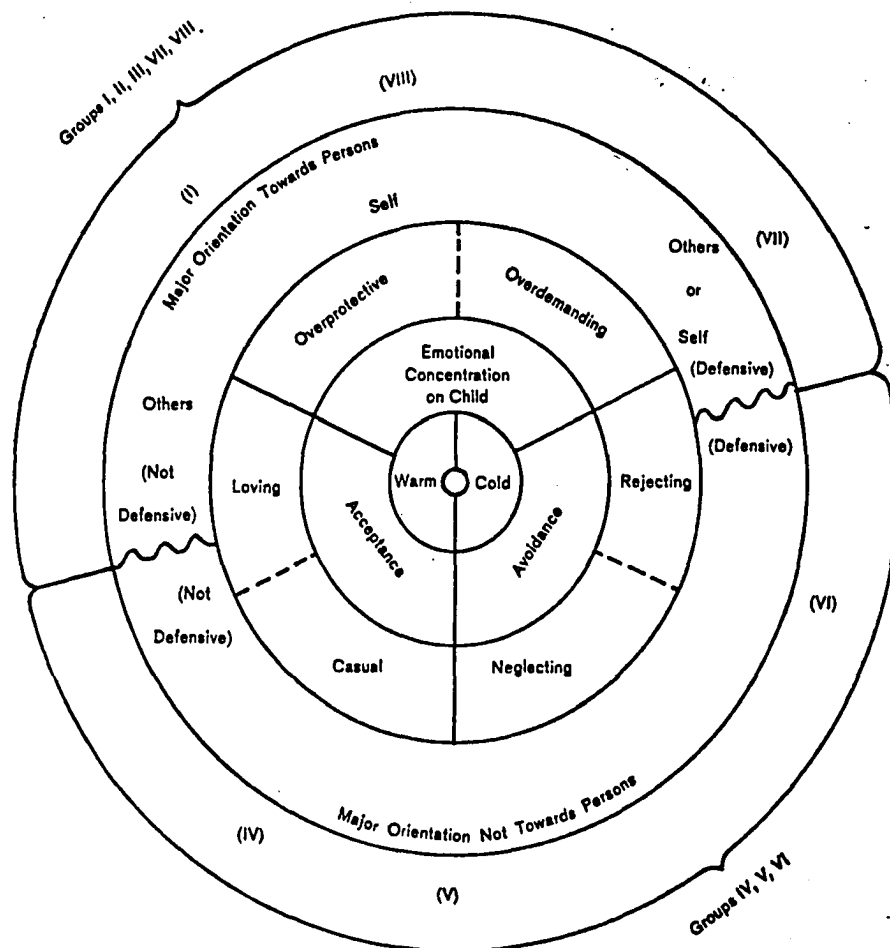
directed toward himself. The non-person-oriented individual may be oriented toward objects, toward living things other than persons, and toward ideas.⁶ Understanding one's spouse to be in one of these categories may lessen marital tensions as well as promote job satisfaction.

These co-authors are aware that the modern view of occupational choice is a matter of a lifelong development, and not a matter of one or two specific decisions. Hence, the origin and development of interests is all the more important. Interest plays a significant part in any personality theory extant, but none deal with interest in such a way as to be meaningful for the study of occupations. However, Roe did present a general theory in 1957 and revised it in 1964 as presented and drawn upon in Figure 1 on the following page.⁷

Roe's circular model of parent-child relations is proposed in Figure 1, in which each category is conceptualized as continuous with the next and with the divisions arbitrarily set.

⁶Ibid.

⁷Ibid.



Categories in Roe Classification of Occupations

<u>Groups</u>	<u>Levels</u>
I. Service	1. Professional & managerial 1
II. Business Contact	2. Professional & managerial 2
III. Organization	3. Semiprofessional, small business
IV. Technology	4. Skilled
V. Outdoor	5. Semiskilled
VI. Science	6. Unskilled
VII. General Culture	
VIII. Arts & Entertainment	

FIGURE 1

ORIGIN OF INTERESTS RELATED TO OCCUPATIONS⁸

⁸Ibid., p. 6.

The problem of understanding the relationship between occupational terms and psychological language is made clear when it is understood that

'occupational choice and measured occupational interests reflect, in the vocabulary of the world of work, the value systems, the needs, and the motivations of individuals. These choices or measured interests are, in effect, the end-product of individual development and the bridge by which a particular individual pattern of development crosses over to its major social role in our culture. It is here, at the juncture of the individual and social definitions, that we are most handicapped by the lack of comparability of vocabularies; personality development in the literature of psychology is defined in ways not easily translatable into the vocabulary used in denoting and delimiting the tasks that make up the jobs.'⁹

Roe and Siegelman learned that a non-person-oriented environment does not always produce that kind of person. Sometimes a person with such a background becomes person-oriented in search of satisfactions they never had.¹⁰

Loving and casual attitudes might give the child enough satisfaction of needs for relatedness, "so that his development would depend more on his capacities or on non-human aspects of the environment than on interpersonal pressures".¹¹

What if economic and technological factors do not allow for the natural satisfaction of the individual's seeking or avoiding of interpersonal needs? Could his marriage relationship provide "enough satisfaction of needs for relatedness"?

The hypothesis of Roe and Siegelman is that the degree of person-orientation in later life is generally positively related to the amount

⁹ Ibid., p. 61; (Italics added). ¹⁰ Ibid., pp. 7f.

¹¹ Ibid., p. 8.

of love and attention received in childhood from parents.¹²

Some unsatisfying early experiences may lead, not to giving up the quest for satisfaction, but to a further search for sources of satisfaction;¹³ e.g., a person may search a long time for the satisfaction of a "good" relationship with a parent. Some feel they have found such a relationship with God. If one once finds this, is he sufficiently satisfied so that his energies may be diverted to other interests crying out within him?

An affirmative answer to this question may be claimed in individual cases. If a person has chosen a job which meets his interpersonal needs, he will probably continue in that job according to Snyg's contention that man's needs are insatiable. In individual cases of neurotic need-satisfaction-seeking, however, there can be an end to it when therapy reduces the drive toward the neurotic goal. Then one's satisfaction with his occupation may become reduced to the point of dissatisfaction since the occupation was chosen to satisfy the neurotic need. The same could be said of satisfaction with the marriage relationship. There may be an important connection between occupational and marital satisfactions at this point.

When the neurosis underlying a neurotic choice is removed, a challenge is presented. The challenge is to work at changes within one's job and marriage rather than to flee them.

The temptation to flee is apt to be great, because even when the neurosis is in active support of a job or mate, a low degree of satis-

¹²Ibid., p. 65.

¹³Ibid., p. 66.

faction is obtained. And it has been learned that the farther from the cultural sex stereotype the occupational choice is, the more likely it is that there have been particular pressures in the early histories which have predisposed to such a choice. Roe and Siegelman found that for men and women with early dissatisfactions with their occupations, the occupations seemed to offer a replacement for something lacking--"in the case of the male social workers, love and understanding; in the case of the women engineers, a lost father."¹⁴

In understanding the significance of the basic interest as related to occupation and mate, one needs to learn of the intensity of the factor involved and the weight it has in different stages of life.¹⁵

Occupational Choice.

An authority on occupational choice, Robert Hoppock, says that choice of occupation can actually determine whether one will enjoy or detest his work.¹⁶ So, we can see how important it is to understand the reasons why one has chosen what he is doing--and how very easily the joy or the dissatisfaction from it can spread to the marriage.

As far back as 1930, Dr. Frank E. Williams, psychiatrist and then medical director of the National Committee on Mental Hygiene, said that the choice of occupation influences almost every other aspect of life. It affects a wife's marriage, where the family lives, children's

¹⁴Ibid., p. 66.

¹⁵Ibid., p. 67.

¹⁶Robert Hoppock, Occupational Information (New York: McGraw-Hill, 1957), p. 1.

school, and how often the family moves. It determines who to associate with; friends; it changes values in subtle ways; it changes ideals, standards, economic pattern and status of the whole family. It affects the mental and physical health of the family, including the frequency with which members of the family may see their loved ones--and the amount of time left to spend with each other. Take the choice of being a musician for example. The choice becomes a thorn in the wife's flesh. The musician feels his work must take precedence over his family--causing continual friction with his wife.¹⁷

Obviously, frustrations result from wrong occupational decisions. Making the wrong choice of occupation is perhaps the most bewildering of choices--unless wrong choice of a mate brings about the greater dissatisfaction. Probably most people make wrong occupational and marital choices because they do not know themselves well enough.

Underlying the wrong choice of occupation is the wish to have been something else and to have been someone with higher status in society.

By the time most young persons in the United States (70%) are fifteen, they have already made up their minds about vocation. Most of them base their choice on "the first chance I got," or on following out some family idea of what they should be.¹⁸

On the other hand, American youth are confused by too many

¹⁷Frank E. Williams cited by Ibid.

¹⁸John Oliver Nelson, Work and Vocation (New York: Harper & Brothers, 1954), p. 19.

choices open to them--even though they complain that they have not had enough choice when it comes right down to getting a job. This is unfortunate, because choice of work only on the basis of what is available does not really allow much of a choice--though it does teach the restrictive element in reality. Fickle availability of work is a poor basis for occupational choice--especially in light of the fact that "occupation is, increasingly, the primary role-identification that shapes personality and which regulates human behavior."¹⁹

Unconscious influences. Just because there may be unconscious factors influencing one's choice of occupation, it does not follow that such factors are sinister. The same could be said of one's marital choice. However, one can make better use of his choice if he becomes aware of the unconscious factors. Carl Jung's The Undiscovered Self supports the view that unconscious qualities and potentials of one's being try to push themselves into actuality.²⁰ But the expression of them is governed by the central assumption in the motivational basis of work--that effort is directed toward pleasure and away from pain.²¹ The central problem in understanding motivation to work is considered to be the question of how much conscious control a person has over his choice of work.

¹⁹Albert Terrill Rassmussen, Christian Responsibility in Economic Life (Philadelphia: Westminster Press, 1965), p. 3.

²⁰Victor H. Vroom, Work and Motivation (New York: Wiley, 1964), p. 3, and C.G. Jung, The Undiscovered Self (Boston: Little, Brown, 1958), pp. 107ff., and passim.

²¹Cf. Vroom, op. cit., p. 29.

One may choose to work because he is conscious of a demand for his goods and services. He may also choose to work "when the valence of outcomes which he expects from working are more positive than the valence of outcomes which he expects to attain from not working".²² When individuals receive "insufficient rewards" following an expenditure of energy, there is a tendency to give additional value to the consequences of the energy expenditure. The outcome is that much effort becomes more positively valent if the reward is appropriate. The situation then becomes one of finding something of value in the situation.²³ This is close to serendipity. So, a determinant of satisfaction in occupational choice is the degree of serendipity included in one's attitude toward work.

Freedom to Choose. Freedom to choose one's occupational field and specific job is a factor in finding satisfaction in one's occupation.²⁴ Indeed, it seems intrinsically related to one's motivation to work. This is so because man needs to have a sense of worth according to his own standards and image of himself. It has been confirmed that factors leading to positive job attitudes did so because they satisfied

²² Ibid.

²³ Ibid., p. 36 citing L. Festinger, "The Psychological Effects of Insufficient Rewards," American Psychologist, XVI (1961), 1-11.

²⁴ Barbara Wooton, Freedom Under Planning (Chapel Hill: University of North Carolina Press, 1945), p. 83.

the individual's need for self-actualization in his work.²⁵ This is the same finding arrived at by Carl Jung, Alfred Adler, Harry Stack Sullivan, Carl Rogers, and Goldstein--who all say that the supreme goal of man is to fulfill himself--as a creative, unique individual according to his own innate potentialities and within the limits of reality. When deflected from his goal he becomes, as Jung says, "a crippled animal."²⁶

Failure to achieve the goals by which an individual has chosen to measure himself results in humiliation and anguish, which are not lessened by his power to achieve other ends which are not appropriate to his self-concept and therefore are not regarded as enhancing.²⁷

Self-Concept and On-Going Choices.

Man's work is an integral part of his self-concept.²⁸ And as a man becomes aware of his interest, so he becomes more aware of himself! But, if a man has needs which limit his self awareness, those needs will also reduce the accuracy with which he can predict his interest

²⁵Frederik Herzberg, et. al., The Motivation to Work (New York: Wiley, 1959), p. 113.

²⁶Ibid., pp. 113f.

²⁷Donald Snyg, "The Psychological Basis of Human Values," in Goals of Economic Life (New York: Harper & Brothers, 1953), p. 355.

²⁸Ruth Barry and Beverly Wolfe, An Epitaph for Vocational Guidance, Myth, Actualities, Implications (New York: Teachers College, Columbia University, 1962), p. 195.

pattern.²⁹

The "self" can be in terms of persons who have had influence on him. Indeed, we are more than ourselves; that is, an individual is not just a singular being. He is partially his mother and father and brothers and sisters--and partially all persons who have meant much to him. Again, "We are a part of all we have met," and it seems safe to say we are always in the process of becoming.

The self-concept theory is best presented by a group of authors lead by Donald Super, a familiar name in vocational circles.³⁰ It has been his view that--

In expressing a vocational preference (Super, 1951), a person puts into occupational terminology his idea of the kind of person he is; that in entering an occupation he seeks to implement a concept of himself; that in getting established in an occupation he achieves self actualization. The occupation thus makes possible the playing of a role appropriate to the self concept.³¹

The conclusions of self-concept studies have produced the following information:

1. Agreement between self-concept and one's own occupation is related to occupational preferences and to both internal and external criteria of success and satisfaction.
2. Agreement between self-concept and occupational role-concept of important persons has so far tended not to be related to external criteria of success.
3. Vocational self-concepts are a function of perception of occu-

²⁹Gwen Norell and Harry Grater, "Interest Awareness as an Aspect of Self-awareness," Journal of Counseling Psychology, VII:4 (November, 1960), 92.

³⁰Donald E. Super, et. al., Career Development (New York: Teachers College, Columbia University, 1963).

³¹Ibid., p. 1.

pational role expectations of important persons and are related to level of attainment in an occupation.

4. Similar agreement for self concepts and other measures of the same characteristics, e.g., self-understanding increases at varying rates with age in adolescence and is related to strength of needs.
5. Adolescent's parent-identifications (agreement between self-concept and concept of parent) are related to type of vocational interest identical with the like-sexed parent with tendency for boys to be related to father's vocation.³²

Self-concept formation is made up of 1) exploration, 2) self differentiation, 3) identification (with observation that maleness and occupation are almost synonymous), 4) role playing, 5) reality testing, 6) translation of self-concepts into occupational terms (much by analogy), and 7) implementation of self-concepts or actuating of self-concepts is the result of processes of training, identifications, etc.³³

There are four self terms in this theory. They are:

Self percept: a primary percept from sensory impressions, being unmodified or raw impression of some aspect of self. (There is also a secondary percept or derived self percept which is a simple concept functioning as a percept).

Self-Concept: a simple self-concept, organized and related percepts plus meanings. (Also a complex self-concept related to role framework).

Self-concept-system: a constellation of all of one's self-concepts.

Vocational self-concepts: constellation of self attitudes considered vocationally relevant.³⁴

When an observer synthesizes his self-concepts he comes up with an "inferred self."³⁵ The accuracy of self reports is measured by

³²Ibid., p. 11.

³³Ibid., pp. 11ff.

³⁴Ibid., pp. 18f.

³⁵Ibid.

means of eight variables called "meta-dimensions", which are the characteristics of traits which people attribute to themselves.³⁶ The meta-dimension of the amount of affect or emotional investment in each trait is called "regnancy." It, along with self acceptance is an especially important meta-dimension. Table I lists meta-dimensions of self-concepts and self-concept systems.³⁷

TABLE I
METADIMENSIONS OF SELF-CONCEPTS AND
SELF-CONCEPT SYSTEMS³⁸

<u>Metadimensions of Self-Concepts</u>	<u>Metadimensions of Self-Concept Systems</u>
1. Self esteem	1. Structure
2. Clarity	2. Scope
3. Abstraction	3. Harmony
4. Refinement	4. Flexibility
5. Certainty	5. Idiocy
6. Stability	6. Regnancy
7. Realism	

A model for translating self-concepts into vocational terms was developed by Storichevsky and Matline.³⁹ It postulated that statements in the occupational field are translatable into statements in the psychological field and that statements from occupational self-concepts are

³⁶Ibid., pp. 24f.

³⁷Reuben Storichevsky and Matlin in ibid., p. 33.

³⁸Ibid., p. 24.

³⁹Ibid., p. 24 citing Ruth C. Wylie, The Self Concept (Lincoln: University of Nebraska Press, 1961), pp. 27-36.

incorporated into statements of self-concepts.

In the self-concept theory there are three aspects of vocational development in adolescence and early adulthood: 1) life states and developmental tasks, 2) attributes and behaviors of these vocational developmental tasks, and 3) longitudinal study of vocational maturity.⁴⁰ Vocational maturity is of particular relevance to occupational satisfaction and is perhaps an important variable in considering the relationship with marital satisfaction.

In 1957 Super and associates outlined five life stages and the major vocational developmental tasks of these stages, drawing on many authorities.⁴¹ An emerging list of vocational developmental tasks resulted. Each task was seen to contain many factors which correlated with progressive age periods. The correlation is shown in Table II with additions.⁴²

⁴⁰Super, op. cit., p. 94.

⁴¹Donald E. Super, et. al., Vocational Development (New York: Columbia University, 1957), chapter 3.

⁴²Cf. Super, Career Development, pp. 79, 81.

TABLE II
RELATIVE SEQUENCE OF VOCATIONAL DEVELOPMENTAL TASKS⁴³

<u>Years of Age</u>	<u>Se- quence</u>	<u>Vocational Developmental Task</u>	<u>Number of Factors</u>
14-18 or?	A.	CRYSTALIZING a voc'l preference.	11
18-21 or?	B.	SPECIFYING a voc'l preference.	12
21-30 or?	C.	IMPLEMENTING a voc'l preference. (May involve changing employers but retaining a special occupa- tional interest).	4
30-45	D.	STABILIZING a vocation. 1. Awareness of need to stabilize. 2. Planning for stabilization. 3. Becoming qualified for a stable regular job, or accepting inev- itability of instability. 4. Obtaining a stable regular job, or acting on resignation to instability.	4
	E.	CONSOLIDATING status & advancing in a vocation. 1. Awareness of need. 2. Information on how to. 3. Planning for. 4. Executing.	4
14-65	*F.	NEW TRAINING due to job elimination (includes occupation elimination).	?

⁴³Arrangement by J.E. Burn, based on ibid., pp. 81, 90f.

The comparison of actual and expected life stages of a person gives his vocational maturity.⁴⁴

Self-concept is related to what is more commonly called the "ideal-self," important in the marital relationship too. The ideal-self often plagues satisfaction in a marriage and on the job. The person tries to perform in compliance with the ideal rather than with a model mutually accepted by the spouse or employer.⁴⁵

Career Development: Choice and Adjustment.

Rhoda Baruch has said, "An unmet need gives rise to dissatisfaction with the career and the question of perseveration of choice is raised."⁴⁶ The co-author of the latest monograph on career development and choice,⁴⁷ David Tiedeman of Harvard's Graduate School of Education, "believes that the real purpose of vocational guidance is to help people--all people--cultivate their own sense of intuition".⁴⁸

Tiedeman and Robert P. O'Hara in the latest monograph on Career Development: Choice and Adjustment, start out by emphasizing

⁴⁴Super, Vocational Development, cited in Super, Career Development, p. 92.

⁴⁵Cf. Super, Career Development, p. 9 citing L. H. Stewart, "Mother Son Identification and Vocational Interest," Genetics Psychological Monograph, LX (1959), 31-63.

⁴⁶Rhoda W. Baruch, "Career and Personality: An Illustration of Synthesis," in David T. Tiedeman and Robert P. O'Hara, Career Development (New York: College Entrance Examination Board, 1963), p. 108.

⁴⁷Tiedeman, op. cit.

⁴⁸"Wise Old Hand at a New Calling," Life, LX1:19 (November 4, 1966), 46.

that career affords both opportunity for expression of hope and desire and limitation upon life. In America the career is probably an institutionalized means for exercising the thrust of personal advantage as modified by the acceptance of responsibility for action. It is of parallel pertinence that personality is also fashioned within these dual expectations of "aspiration and restraint". The career differs from personality only in the fact that we expect it to arise from more deliberate confrontation with the problem of living.⁴⁹

Career development is conceived as "the process of fashioning a vocational identity through differentiation and integration of a personality as one confronts the problems of work in living".⁵⁰

The major aspect of "attention" in Tiedeman's work is that of man's attention to "making a living and a life." He points out that making a living only requires attainment of enough income to satisfy one's own desires and those whom he elects to support. In the U.S., full responsibility is assumed to be on the individual to earn his own living. It implies "taking" a living from the resources of the world. Although, in the U.S., Tiedeman says that we try to arrange this as partaking of the resources. "Still," he says, "it should be apparent that the study of career development is a study of the ends a person chooses and the means he pursues....;" therefore, the study of career development involves a study of the defenses one fashions in order to "take" and "partake."⁵¹ This relates occupation and marriage through

⁴⁹Tiedeman, op. cit., p. iv.

⁵⁰Ibid., pp. ivf.

⁵¹Ibid.

common behavior patterns. In making a life, Tiedeman considers the psychological phenomenon of ego identity (a special outcome of ego psychology's discoveries through authorities like Erik Erikson). By ego identity is meant the meaning a person evolves toward himself-in-situation as his strivings for identification with members of increasingly larger social collectivities are encouraged and discouraged--and as they are expressed verbally or emphatically. Meaning here has to do with values and attitudes according to the individual's own premises. Ego identity is the accumulated meaning one forges about himself, a crystallizing premise in relation to his own existence in reality--which one forges where he can and may in order to establish himself in the world.⁵²

Tiedeman's basic assumption in his study with O'Hara is that differentiation and integration proceed from career choice and along with differentiation and integration of personality development related to career development, they utilize the psychological crises of Erik Erikson devised in 1959.⁵³

Tiedeman and O'Hara say that their one effort to link career and family atmosphere directly did not bear fruit. But that refers to past parental family rather than to the present family which would be relevant to the substantive question of this dissertation.⁵⁴

⁵²Ibid.

⁵³Ibid. p. 5. See Erik Erikson, "The Problem of Ego Identity," in Identity and Anxiety (Glencoe, Ill.: Free Press, 1960), p. 52.

⁵⁴Tiedeman, op. cit., p. 83.

Summary.

The basic interest of people as being more person-oriented and idea-thing-oriented have been dealt with. There is a need for comparable vocabularies from the world of work and the world of personality development in order to connect the interests of individuals with work which will meet these interests. I have suggested that basic interests, like buried talents, will come forth when weights holding them down are removed.

Occupational choice is of great importance because we are learning that occupation is becoming more and more the primary role-identification medium which shapes personality.

The unconscious has been presented as that which contains valuable assets and not just unpleasant matters. The issue of the unconscious is more in terms of the question of how much conscious control a person has over his choice of work--and that question is very much related to how well satisfied one can be in his marriage.

Man must have freedom to choose occupations which will aid him to fulfill himself, else he will be like a crippled animal. His self-concept is of extreme importance in fashioning out the kind of job which will bring him satisfaction.

The vocational self concept is made up of a constellation of self attitudes relevant to the direction of a person's interests. Intensity of interest must be considered with one's stage in life. Out of the constellation a person can grow through stages of vocational maturity. Such growth should lead to career development through differentiation and integration of the personality.

CHAPTER IV

JOB SATISFACTION AND FACTORS LEADING TO IMMEDIATE FAMILY INFLUENCES AND SOCIAL STATUS

In the past chapter the importance of early conditioning as an influence on occupational choice was brought out. After the choice or choices, actual satisfaction with particular jobs is to be considered. The emphasis in this chapter is then on factors in a job which lead to job satisfaction and which also influence one's immediate family or marriage. In examining the factors, a common area influenced has been social status.

In this chapter "Industrial theories of Worker Motivation" regarding rewards, justice, and social certitude are presented. The ambiguous function of ego-involvement is explained, and more general considerations of job satisfaction are brought forth.

Three work relationships for each individual are discussed and two lists of job satisfaction factors are given with a surprising reversal of certain items appearing in the rank order lists.

The economic factor is money. Hence, a discussion of "Wage Satisfaction," "The Money Motive," and "The Value of Money".

Job satisfaction is a dichotomous variable which is broken down into characteristics of the individual person and his job. It is shown to be highly correlated to general satisfaction for men. That moves us to see the immediate family situation as affecting job satisfaction and performance.

Status is not always accomplished through the job, but it is highly correlated with occupational and off-the-job responses.

Industrial Theories of Worker Motivation.

In 1958 a group of researchers found three theories of worker motivation helpful in their study of motivation, productivity, and satisfaction of workers, namely:

- I. External and Internal Rewards.
- II. Distributive Justice.
- III. Social Certitude.¹

Under the first theory five elements which have been repeatedly emphasized as important to the effectiveness of a group and its members are:

- A. Technical organization of the group.
- B. Social structure of the group.
- C. Individual task motivation.
- D. Rewards.
- E. Satisfaction in acceptance as member of the group.²

Concerning the first theory, the maximization of "external rewards" does not automatically guarantee the worker group membership or "internal rewards." It often works out that the more highly motivated the worker is to work hard at the group task (and thereby to maximize his rewards from management), the less likely he is to be an accepted member of the group, and the less likely he is to obtain those personal

¹A. Zalesnik, et al., The Motivation, Productivity, and Satisfaction of Workers (Boston: Harvard University, 1958), pp. 34f.

²Ibid., p. 40f.

satisfactions he also wants from social interaction and belonging.³ If he does not receive them, his marriage will be affected. Hopefully, a satisfying marriage will compensate for it.

The second theory, Distributive Justice, has two parts:

- A. When the investments of a member of a group are greater than those of others but his returns are less, a condition of felt injustice exists.
- B. When the investments of a member of a group are less than others but his rewards are greater, a condition of "guilt" is likely to be felt.⁴

By investments is meant the member's social status brought to the job. In terms of this paper it means one's effort to express self worth.

Similar to these first two theories, is a view of equity wherein people try to obtain fair amount. The amount of reward a person believes he should receive is compared with the amount he actually gets. Job satisfaction can be figured as a function of the difference between these amounts. The smaller the difference, the greater the satisfaction. The greater the difference, the greater the dissatisfaction.⁵

The third theory, Social Certitude, takes into account the degree to which a member's social status occupies the same position in all his social status factors. According to this theory the more established a member's social status, the more he will enjoy the external condition of social certitude.⁶

³Ibid., p. 41.

⁴Ibid., p. 54f.

⁵Victor H. Vroom, Work and Motivation (New York: Wiley, 1964) p. 168.

⁶Zalesnik, op. cit., p. 75.

Social certitude is comparable to this paper's use of the confirmation of worthful identity. So, social certitude is a major factor in the relationship between occupational and marital satisfaction.

Although industry has not measured the influence of marriage on job satisfaction, and vice versa, it has measured job satisfaction factors which have bearing on marital satisfaction. These factors fall under all three of the above theories by various degrees.

Factors Related to Family Influence and Social Status.

1. Ego-Involvement. Ego-involvement is a variable of personal involvement in a work role which equals the "extent to which an individual seeks some expression and actualization of the self in his work." A person is ego-involved in a task or job to whatever extent his self-esteem is affected by his perceived level of performance.⁷

It would be a mistake to consider ego-involvement as equal to job satisfaction because persons who are ego-involved in their jobs tend to be at the extremes on a scale of job satisfactions. Further, they experience more problems connected with their work! So, ego-involvement may hinder as well as help job satisfaction!⁸ More positively Victor Vroom hypothesized: "The more ego-involved a person is in his job, the greater the positive relationship between the amount of his opportunity for self-expression in that job and adjustment."⁹

⁷Victor H. Vroom, "Ego-Involvement, Job Satisfaction and Job Performance, Personnel Psychology, XV (1962), 161, citing Gurin, Veroff and Feld (1960).

⁸Ibid., pp. 161f.

⁹Ibid., p. 163.

Those who are ego-involved are rated higher in performance and there is some increase of ego-involvement when autonomy is somewhat increased. But performance is no criterion of job satisfaction. Further, job satisfaction and self satisfaction are significantly and positively related to the amount of opportunity for self-expression.¹⁰ If self-expression is blocked in the marriage, the need for it is all the greater, and feelings of inadequacy in marriage are apt to spread to the job.¹¹

2. More General Considerations. I have implied that ego-involvement in one's job is almost the major factor in job satisfaction and that it is directly related to freedom for self-expression allowed in marriage. However, there are other factors of considerable importance which are beyond the scope of this dissertation.

Most of the evidence presented by Vroom supports his contention that people's reports of their satisfaction with their jobs are, in fact, directly related to the extent to which their jobs provide them with rewarding outcomes such as pay, variety in stimulation, consideration from the supervisor, high probability of promotion, close interaction with co-workers, opportunity to influence decisions which affect oneself, control over place of work, and individual differences of motivation.¹² He does not present these in rank order as is done twice

¹⁰Ibid.

¹¹Cf., Leopold W. Gruenfeld, "Personality Needs and Expected Benefits from a Management Development Program," Occupational Psychology, VXL:1, 2 (January-April 1966), 75.

¹²Ibid.

later in this chapter with factors added.

3. The Individual and Work Relationships. The major function of leadership in the economic scene seems to be that of helping the individual clarify the work relationship that binds him to the world. "For the employee no longer works for a company but for society, and both management and the employee must understand it."¹³

The employee is involved in three sets of relationship in his work situation: (a) person-to-person relationships, (b) person-to-company relationships, and (c) person-to-society relationships.¹⁴

It is in the latter two categories that "job satisfaction" runs into trouble because an examination of the factors which workers consider important to job satisfaction reveals that most of the critical items involve not person-to-person, but person-to-company and person-to-society relationships. Aaron Levenstein cites, as an example, a simplified composite list of how job factors were ranked as important to job satisfaction in thirteen separate studies:

- 1) Security
- 2) Interest (intrinsic aspects of the job)
- 3) Opportunity for advancement
- 4) Appreciation (from the supervisor)
- 5) Company and management
- 6) Wages
- 7) Supervision
- 8) Social aspects of the job
- 9) Working conditions (excluding hours)
- 10) Communication
- 11) Hours

¹³Aaron Levenstein, Why People Work (New York: Crowell-Collier Press, 1962), p. 282.

¹⁴Ibid.

- 12) Ease
- 13) Benefits¹⁵

The questionnaires are usually company-centered. That can be one reason why marital satisfaction does not appear as one of the items involved in job satisfaction. Management and researchers may consciously or not--wish to keep the spouse out of their business! It also allows the research to appear more scientific if such a variable as marital satisfaction is left out! Also, look at the added work and cost it might entail. Nevertheless, let us give management credit for undertaking all the research it has on behalf of itself, its employees, and society.

4. An Economic Factor: Money!

a. Wage Satisfaction: Beyond the intangible wants of employees¹⁶ there is the practical question about any job, "What does it pay?" The question is most always in reference to the wage or salary.

Economists and many executives are prone to stress the importance of the size of the pay check in relation to job satisfaction--and that if the check is in keeping with one's version of what he can get for his efforts, that person will remain on the job. This assumption is described by some social scientists as highly overemphasized. They

¹⁵Ibid., pp. 282f; Unfortunately he does not cite the separate studies nor who made the composite list--unless it is Levenstein himself.

¹⁶See Alexander R. Heron, "The Intangible Want," in his Why Men Work (Stanford, Calif.: Stanford University Press, 1948), pp. 148-155.

counter with a stress on the satisfaction that comes from social and ego needs that are met.¹⁷

When employees have been asked to describe dissatisfaction or satisfaction, wages are found most frequently the source of dissatisfaction and least frequently as satisfaction. But correlation of income level is positively associated with job satisfaction: In 1963 Smith and Kendall correlated .78 between mean annual earnings of men in 21 plants and their mean job satisfaction as measured by the Job Description Index.¹⁸

It has been suggested that satisfaction through wage is dependent not on amount, but on comparison with some standard used by the individual. Patchen (1961) formulated the problem of satisfaction with wages in terms of social comparison theory and in terms of skill, education and seniority. These findings support the long held contention by personnel managers that satisfaction is dependent on relative rather than absolute wage levels.¹⁹ It should be seen then that occupational and marital satisfactions can have the common goal of some revered social status obtained by means of the money the occupation produces.

b. The Money Motive. There is an additional importance to money. It appears to give assurance of ability to reach goals the in-

¹⁷Vroom, Work and Motivation, p. 50.

¹⁸Ibid., citing P. C. Smith and Kendall, (1963).

¹⁹Vroom, Work and Motivation, citing Patchen, Martin. The Choice of Wage Comparisons (Englewood Cliffs, N.J.: Prentice Hall, 1961)

dividual has not yet thought of. "The accumulation of money can thus become an important goal in itself".²⁰ When it does, it is likely to bring marital dissatisfaction, and this is no small issue in American marriages because both husbands and wives tend to worship money.

Luxurious consumer goods are advertised in such a way that one is almost neurotic without having them! People are made to want more and more and more through a very scientifically planned conditioning. No wonder women have fled the kitchen to work, while the husband takes on his second job. Someone has to pay for all the new "labor saving" devices! As Vroom so aptly says, "while money can't buy happiness, it can be exchanged for many commodities which are necessary for survival and comfort."²¹

c. The Value of Money: Social Power. Back in 1916, one of Freud's disciples, S. Ferenczi, wrote on the "Ontogenesis of Interest in Money" wherein he revealed a connection between sexual interests and money in certain pathological conditions.²² Along this line, Norman Brown includes in his psychoanalytical interpretation of history these views: "The psychoanalytical theory of money must start by establishing the proposition that money is, in Shakespeare's words, the 'visible god';

²⁰Donald Snyg, "The Psychological Basis of Human Values", in Goals of Economic Life (New York: Harper & Brothers, 1953), p. 355 and note 31.

²¹Vroom, Work and Motivation, p. 30.

²²S. Ferenczi, Sex in Psycho-Analysis (Boston: Gorham Press, 1916), pp. 319ff.

in Luther's words, 'The God of this world.'"²³

At a deep hidden level there is that which connects money and social power.²⁴ Social power, status, and money are so intermingled with motivation to work and having marital happiness that a change of attitude toward money is worth considering. There needs to be a science for economy:

Like Aristotle's science of economy, the science of use-values would have to be based on a science of human nature, able to distinguish real human needs from (neurotic) consumer demands. It was his notation of human nature that permitted Aristotle to make the normative statement that money-making is an unnatural perversion. And finally in a science of use-values the ultimate guiding problem would not be production but consumption, not economizing but satisfaction: the dismal science would become the science of enjoyment.²⁵

If this attitude were adopted (similar to Vroom's) then a higher correlation of job and marriage satisfaction could be expected.

5. Job Satisfaction As a Dichotomous Variable: A recent study of job satisfactions²⁶ covers elements potentially pertinent to marital satisfaction under characteristics of the job. Of those characteristics a fact about job level stands out: satisfaction increases as job

²³Norman O. Brown, Life Against Death (Middletown, Conn.: Wesleyan University Press, 1959), pp. 240f citing Shakespeare, Timon of Athens, IV, iii, 387, & Luther.

²⁴Brown, op. cit., p. 249.

²⁵Ibid., p. 253 citing Aristotle, Politics, I, viii-x. Italics added.

²⁶Glenn P. Fournet, et al., "Job Satisfactions: Issues and Problems," Personnel Psychology, XIX:2 (Summer 1966), 165-183.

level progresses--apparently satisfying different needs at different levels--or perhaps satisfying that basic need for confirmation of worthful identity.

In the study job factors were treated as independent variables with satisfaction as a dependent variable:

- a. Herzberg, et. al. (1957) found a job factors change according to the person's needs-- When not deprived of basic needs, items such as security, recognition, and responsibility become more important.²⁷
- b. Most of the questionnaires arrive at a morale index and not at an intensity index--which is a cause for concern to Youngberg, et. al. (1962) who indicated that when both satisfaction and the importance were measured, different factors emerged from those related to satisfaction, e.g., organization and management, immediate supervisor, social environment, communication, security, monotony, and pay.²⁸

The most important variable was security as checked in relationship to absenteeism. Absenteeism has been related significantly to differences in family responsibility.²⁹ That points to the potency with which marriage is related to one phase of occupational effectiveness.

Finally, Fournet, et. al., say that the Herzberg group (1957, 1959) have presented probably the most important issue: Job satisfaction is a dichotomous (dependent and independent) variable rather than a continuous one. Job satisfaction is to be viewed as resulting

²⁷Frederik Herzberg, et. al., Job Attitudes (Pittsburgh: Psychological Service, 1957); Frederik Herzberg, et. al. The Motivation to Work (New York: Wiley, 1959).

²⁸C.F.X. Youngberg, et. al., "Management Action Recommendations Based on One versus Two Dimensions of a Job Satisfaction Questionnaire," Personnel Psychology, XV (1962), 145-150, cited by Fournet, op. cit.

²⁹Sylvie Shimmin, "Extra-Mural Factors Influencing Behavior at Work" Occupational Psychology, XXXVI:3 (July 1962), 125 cited by Gerald H. Graham, "Job Satisfaction," Personnel Psychology, XLV:9 (1966), 544.

from motivation, work itself, challenge of the job, achievement, growth, advancement, and earned recognition.³⁰

Of course other factors outside the job factors just listed, must be considered. Those factors have an independent effect on job satisfaction. It has been hypothesized that in situations of satisfied needs, maintenance factors have relatively little influence, either as satisfiers or dissatisfiers.³¹

6. Job Satisfaction Related to General Satisfaction, Family and Sex. Anne Roe has long contended that occupational satisfaction is inseparable from general satisfaction.³² It must be admitted that marital satisfaction is certainly part of general satisfaction! In 1957 Brayfield, Wells, and Strates built on Wesley's Correlation of .31 between job satisfaction and general satisfaction. Their work along with the more recent work of J. A. Weitz in which he derived a correlation of .39 supports the feasibility of the proposition that job and marital satisfaction are correlated.³³ A valid index of job satisfac-

³⁰Herzberg, Job Attitudes; and Herzberg, The Motivation to Work; both cited by Fournet, op. cit.

³¹Ibid.

³²Anne Roe, The Psychology of Occupations (New York: Wiley, 1956), pp. 284f.

³³Joseph A. Weitz, "A Neglected Study of Job Satisfaction," Personnel Psychology, V (1952), 201-05, citing S.M. Wesley, "A Quantitative Study of Job Satisfaction in a Sample of Former University of Minnesota Students," unpublished Master's thesis, University of Minnesota, 1939; and A.H. Brayfield, et.al., "Interrelationships Among Measures of Job Satisfaction and General Satisfaction," Journal of Applied Psychology, XLI (1957), 201-205.

tion was developed to the point of having a correlation of .92 with Hoppock's Job Satisfaction Blank.³⁴ Use of a combination of these correlated indices then made valid, results which revealed a positive correlation between job satisfaction and general satisfaction.

As for female job satisfaction, it was learned that women were more likely to say their work did not give them a chance to work off their emotions, that the job was not exciting, that they worked more or less for the money, that they did not have to work; they were more certain than the men that they were doing as well as could be expected by their families and by their employers; their families would not like them to change jobs; and they were more satisfied with the prestige the job gives them in the eyes of their friends.³⁵

In the same study men were found to consider the job as most important in their lives--indicating that occupation is probably more satisfying to men than to women--covering the satisfaction of many needs for men.³⁶

If it has been found that a man's job is first with him, then we can readily appreciate the many sided effect such a priority will have on marital happiness. Wives need to take that into consideration. And wives may be just what a man needs to keep him from over-indulging in his work. Probably, the report of researchers, Nancy Morse and R. S. Weiss, is more descriptive of the basic motivation behind men and their

³⁴A.H. Brayfield and H.F. Rothe, "An Index of Job Satisfaction," Journal of Applied Psychology, XXXV (1951), 307-311.

³⁵ Brayfield, "Interrelationships....," p. 204.

³⁶Ibid., pp. 204f.

work. From their national study they found that most men say they find the producing role important as a means of maintaining their sense of well being.³⁷ That is another way of saying that job satisfaction is positively related to general satisfaction for most men.

Robert Hoppock, in his Job Satisfaction, concluded that the examination of 100 most satisfied and 100 least satisfied teachers suggested a direct or indirect relation between job satisfaction and-- some factors not arranged in rank order: religion, size of community, feelings of success, praise, family influence, unconscious choice, interest in work, monotony and age. Those factors which could be arranged by rank order were:

- 1) Relative status in society and economic group wherein subject identifies with the group.
- 2) Relationship to supervisors and associates.
- 3) Nature of work, earnings, hours for work, opportunities for advancement, variety, freedom from close supervision, visible results, (i.e., satisfaction from doing good work).
- 4) Opportunities for service to others.
- 5) Environment.
- 6) Freedom to choose where to live.
- 7) Responsibility.
- 8) Vacations.
- 9) Excitement.
- 10) Opportunity for self-expression.
- 11) Competition.
- 12) Opportunity to travel.
- 13) Fatigue.
- 14) Appreciation or criticism!
- 15) Security.
- 16) Ability to adjust.³⁸

³⁷Nancy C. Morse and R. S. Weiss, "The Function and Meaning of Work on the Job," American Sociological Review, XX (1955), 191-198, cited by Brayfield, "Interrelationships...", p. 205.

³⁸Robert Hoppock, Job Satisfaction (New York: Harper & Brothers, 1942).

Note that social status is on top of his list and that security is near the bottom--almost the reverse of Levenstein's composite list!

7. The Latest: "Immediate Family Situation" Affects "Attitude Toward Work." The latest word on job satisfactions ties "immediate family situation" in with "attitude toward work" and its consequential effect on job satisfactions as determined by Gerald H. Graham.³⁹

Graham is proclaiming that job satisfaction is determined by a person's total situation in life. He recognizes that little research has been done on "outside factors influencing motivation", though psychologists have recognized for many years that they exist. Hoppock turned up with "family influence" as one of fourteen job satisfaction factors in his research of 1935.⁴⁰ And Friend and Haggard tie in "family influence" by saying "When worker with a nagging wife seems to 'ask for' trouble on the job, we can suspect that there is some relationship between these two factors."⁴¹

A worker may have strong antagonism toward a person at home--which could be a husband or wife. The antagonism piles up into a diffuse work resentment and the combination of the two boomerang to penalize the worker on the job by

chronic lateness, or illness, by overreaching vocationally, by quarreling, or by excessive drinking.

Such behavior often serves as self-protection against serious

³⁹Graham, op. cit., pp. 544-547.

⁴⁰Hoppock, op. cit., (1935).

⁴¹Jeanette G. Friend and Ernest A. Haggard, Work Adjustment in Relation to Family Background (Stanford, Calif.: Stanford University Press, 1948), p. 135.

inferiority and fear of failure; as a compulsive means of trying vainly to prove adequacy in order to banish doubts of its existence; or as expressions of hatred for themselves or for family members.⁴²

"We can see," say Friend and Haggard, continuing, "how tightly-knit family relationships as a child carry over into good work morale.... We can see how the worker 'catches' from a good exemplar, from the leader in the home, a belief in himself and in his ability to cope with his work."⁴³ Such relationships and values are the keystones of good work adjustment. The reverse is also true wherein "a deep feeling of rejection at home tends to result in a sense of worthlessness with regard to jobs."⁴⁴

This is because people seem more able to endure actual hardships of illness and poverty--the outside pressures, than the inner emotional pressures--rejection and acute intra-family antagonisms and self doubt. Without sufficient regard for oneself, an individual is confused by plaguing indecision about his ability to earn a living.⁴⁵ Frequently,

the counselee who complains of his indecisions about the kind of work he should do is more deeply concerned with his basic ability to succeed at any kind of work. There is a suggestion that this decision reaches back to the worker's conflicting positive and negative feelings for his mother.

It is the positive and negative feelings for the mother in a husband's wife that is probably the most binding link between marital and occupational dissatisfaction.⁴⁶

People do take their childhoods with them to their jobs, but they also take their current family situations, their present personality reaction patterns.⁴⁷

⁴²Ibid., p. 137.

⁴⁵Ibid.

⁴³Ibid.

⁴⁶Ibid.

⁴⁴Ibid.

⁴⁷Ibid.

One of the highest correlations between work and family has been the relationship of a person's work and his personal adjustment. In Friend and Haggard's one married group (those low in job satisfaction), their parents' attitudes were clearly perpetuated in their immediate families as well as in their job reactions. The healthier group tended to reverse the patterns of their parents.⁴⁸

8. The Status Factor.

a. Status not a Consistent Factor? Graham signifies that most employees want to improve their status in the community--but

- 1) Many employees do not desire to improve status! (though spouse may!) Could even be undesirable--because of being excluded from his existing social group if he becomes "upward mobile."
- 2) The individual probably relates his position to only a very small segment of the community, e.g., neighborhood, religious group, or similar environment persons--so he may not be too concerned with the total community, and his status in it.
- 3) Many needs can be satisfied outside the company by others than financial means, i.e., participation in community affairs is possible regardless of income or possessions.⁴⁹

b. Social Status Highly Correlated with Occupational and Off-the-Job Response. Next to the importance of a worker's need for affection and inclusion by his fellows is his relationship to his supervisor.⁵⁰ It can have a lot to do with the maintenance or destruction of the social status which the working person has with his peers and society outside the immediate work situation.

Social status as a motivation to work has been found greatly to

⁴⁸Ibid.

⁴⁹Ibid.

⁵⁰Vroom, Work and Motivation, p. 40.

influence how people will respond even outside the work situation. At least with those persons tested, a correlation of .91 between individual status and occupation has been confirmed by many authorities. The correlation they have found has held up under empirical testing for more than two decades (1949-1964) in spite of cultural changes.⁵¹

Summary.

Three major theories of worker motivation are I) external and internal rewards, II) distributive justice, and III) social certitude. The third is the most pertinent; it is the proposition that the more established a member's social status, the more he will enjoy the external condition of social certitude, or confirmation of worthwhile identity.

Ego-involvement was found to mean the "extent to which an individual seeks some expression and actualization of the self in his work." It can aid or hinder job satisfaction. Job satisfaction was found to be significantly and positively related to self satisfaction in terms of the amount of opportunity for self-expression.

Three work relationships for the individual are a) person-to-person, b) person-to-company, and c) person-to-society. The latter two are critically involved in job satisfaction.

Wages are found most frequently to be the source of dissatisfaction and least frequently as the source of satisfaction, and it is dependent on a comparison with a social standard accepted by the individual. Needless to say, money is still a big means to a material end--

⁵¹Cf. ibid., citing W. L. Warner, et.al. Social Class in America (Chicago: Science Research Associates, 1949).

until we consider what the material objects symbolize. Such objects symbolize the hope of being regarded as worth something to society.

Job satisfaction is both a dependent and independent variable. In its dependent function it is based primarily on need for security-- a social status security called social certitude, which includes a certainty of the frequency of income as well as the confirmation of worthful identity. It seems also to be dependent upon marital satisfaction, because job satisfaction is correlated by .39 to general satisfaction. Job satisfaction and performance are affected by the immediate family situation, and though social status is not a consistent factor, it is highly correlated with occupation by .91!

CHAPTER V

THE INTER-RELATEDNESS OF OCCUPATIONAL AND MARITAL ROLES

This chapter attempts to be practical about how occupational and marital satisfactions are related. In a word, it is through "roles." It is the prior choice of an occupational role that influences both choice and role of the spouse. In fact the spouse is often chosen to support the occupational role. Unfortunately occupational role and expectations of the partner's role do not always jibe. They often intersect each other--and do so at the point of how the power of decision is to be distributed.

"Role-sets" limited to just the two spouses become the media through which inter-communication between a couple takes place. In the form of geometrical figures, the symbolic shapes for husband and wife have been drawn to form a "Role-set Communication Chain." Broken communication in a marriage is symbolized by showing a link in the chain disconnected. An overlapping of self-concept into the occupational role is symbolized by a figure similar to the already mentioned figure. Its size is determined by how close to one's true self one's self-concept is. A similar figure is drawn for one's concept of his job.

Eric Berne's structural analysis has been drawn upon. Structure refers to three states in which ego energy is invested in a personality. There are one's Child state, Adult state, and Parent state. Persons

communicate from one state to an ego state in another person to form a social transaction.¹ Analyses of transactions have been used to illustrate the kind of communication going on in the marriage and which may be carried into one's work. Or the home transaction may be compensated by an opposite transaction at work. While occupational choice and its consequential role may affect all other relationships, the marriage relationship is more likely to become the primary on-going influence on the degree of satisfaction enjoyed both in the marriage and in one's occupation. The marriage relationship is the major medium through which personal and vocational maturity are accomplished.

Otto Pollak's "Interaction Patterns at Different Stages in the Marital Cycle" are used along with Super's Vocational Maturity classifications. They are used to appraise the relatedness of occupational and marital roles and resultant satisfactions or dissatisfactions in several marriage counseling cases.

Occupational Role. In the tug of forces at work in mass society occupational role had become, until recently, one dependable anchorage for ego-maintenance and self-identity.² It is fortunate that the large corporations are understanding this now. The latest recommended form of organizing working units of personnel is based on "role set" whereby several levels of corporation hierarchy are linked with the men at

¹Eric Berne, M.D. Games People Play (New York: Grove Press, 1964), pp. 23-34.

²Victor H. Vroom, Work and Motivation (New York: Wiley, 1964), pp. 42f.

the bottom who are depended upon in the final step. The role-set gives the personality of each member of it a clearer understanding of who he is in the situation. By association it gives them a sense of worth and appreciation of various levels of employee worthfulness.³ If one's occupational role satisfies him sufficiently he will not have to depend upon his spouse's support.

A strange fact is that occupational role becomes harder to change in this age of specialization. We need only remember Carother's plan to educate people to have a flexibility in their occupational image. But who will pay for their re-training and how can their self-concept be changed? Should it be appealed to on the basis of serving contemporary needs of man?

Surveys have revealed that many people now identify with the big company for whom they work--the large and secure father substitute. When asked what he does, a man is now apt to say, "I work for G.M." rather than "I'm an assembly man working on Chevrolets." Or he does not say he is an engineer, or salesman. He uses the big corporation's name. He has found his identity by performing the role of an "organization man."⁴ If a work role furnishes outlets for a person's emotional needs, then ordinary job dissatisfaction will probably not infect the marriage.

Choice of Mate to Support Occupational Role. A man or woman is

³Robert L. Kuhn, Organizational Stress (New York: Wiley, 1964), pp. 388 ff.

⁴Ibid., p. 9.

wise to choose someone who is not opposed to what he or she has chosen to be in the world of work. In lieu of the new vocational attitude advocated in this dissertation it behooves unmarried men and women to find out on which side of the fence their interests lie. On one side are the more person-oriented interests; on the other the more idea-and-thing-oriented. A person can of course float from one side to the other as in the case of the ambivert.

There is a prior need for answering the occupational question before dealing with the marital one. Such a claim is probably more applicable to men, but women are increasingly asking the occupational question of "What should I be?" more than "With whom shall I live?" Such an emphasis gives weight to the idea that people in general have an on-going need to be confirmed in their occupational choices. So, each person looks for someone who will support him or who will not oppose what he is wanting to do in the world.

Aside from innate satisfaction from mere activity, there is also satisfaction in being creative--in such a way that part or all of oneself will feel expressed to the world. Of course, it involves one's self-concept which is confirmed or challenged or ignored. This is where a spouse comes in. He or she can become the confirming agent--or a most challenging and destructive enemy.

Both parties in a marriage carry with them several versions of the primary role they expect to take themselves--and the role they count on their partner to perform. One's occupational role often intersects with his spouse's version of his marital role. And in light of having a flexible occupational outlook, one's version of his marital

roles and his spouse's should take on the kind of adjustableness called for in the occupational role. So, there will be an on-going occupational choice-making process which needs to be correlated with an adjusted self-concept and marital role.

The Power Factor in Marriage. An "ideal" role is suggested for spouses as to how each should use power in the marriage. (The urge for power in the marriage is probably a disguised way of looking for worthful identity--and a distorted way.) The ideal role is to become an open-minded person who uses "referrent power". To understand this kind of power it should be understood that the power it refers to is that "stable influence in a dyadic relation between two persons," and there are five types of such power:

1. Reward power based on the ability of the giver.
2. Coercive power based on the powerful one's ability to mediate punishment.
3. Legitimate power based on the influenced one's belief that the powerful one has a right to control his behavior or opinion.
4. Referrent power based on the influenced one's identification with the powerful one.
5. Expert power based on the influenced one's perception of superior knowledge and skill of the powerful one.⁵

Some authorities in the field believe that the balance of power belongs to the spouse who brings the most resources to the marriage--

⁵ John R. P. French, Jr., and Bertram Raven, "The Bases of Social Power," Group Dynamics: Research and Theory (Elmsford, N.Y.: Row, Petersen, 1960).

economic, personal attractiveness, and ability to fulfill roles.⁶

The economic resources include the earning power and possessions. Such resources of course allow women to bring power into the marriage-- a power which can be used referentially if the persons in the marriage are quite mature. Ordinarily "money is a source of power that supports male dominance in the family....;" it belongs "to him who earns it, not to her who spends, since he who earns it may withhold it."⁷

In a Detroit study it was discovered that the power of husbands described by their wives varied directly with their socio-economic status, and that the relative power of the wife was greater if she worked. From such studies it has been concluded that economic resources are of primary importance in marriage,⁸ and it has a great influence on the occupational satisfaction of the husband. If his job is unable to bring in enough money to offset the economic value brought by his wife, whether from her inheritance or work, he is in line for a castration complex!

One authority proposes that since the husband's power is high when the children are of pre-school age (when the wife has a harder time working), the husband is dominant then because it is more difficult for the wife to work outside the home. This is D. M. Heer's view and it comes down to the idea that the husband's power depends on the difference set by the wife on the value of the economic resources brought

⁶Phyllis N. Hallenbeck, "An Analysis of Power Dynamics in Marriage," Journal of Marriage and Family, XXVIII: 2 (May 1966), 200-203.

⁷Ibid., p. 200.

⁸Ibid.

by the husband--as contrasted with the value of those she might earn.⁹

Such studies bring old questions to the surface: Does a man assert male dominance, as folklore has it, by keeping his wife continuously pregnant--knowing that will hamper her efforts to get out and earn her own money? Is the modern wife reversing the trend by having less children? And consider the power developed from the exercise of the mother's executive function in raising the children. Is she being trained to be more emotionally mature than her husband?¹⁰

It is possible that if a man values his wife more than she values him, then he is more in a position of wanting to please her. Or from other folklore, perhaps it is true that women tend to marry men who can give them more than they have had. Women are attracted to men who can upgrade their status and thereby provide a confirmation of the higher worthful identity which they would ordinarily miss in the occupational world.

The husband must exert expert power if he wants to keep it! Probably decision making is the area of married life which reveals who is controlling the marriage. If decisions are made by both in a balanced manner, then a "we" experience brings satisfaction to both. Unless one or the other enjoys being dominated, decision making can be apportioned on the basis of skill, knowledge, and a perception of who is the more powerful in a particular area. Expert power can be

⁹D. M. Heer, "Domiance and the Working Wife," Social Forces, XXXVI (1958), 341-347.

¹⁰Cf. ibid.

exerted on the basis of competence, but there are also those areas which call for mutual decisions. All of this has much to do with a pictorial story which goes on in the back of each partner's mind. It is a story which is expected to be repeated over and over again--though the story may not be true to reality. The role each has in such a story is important for each to understand.¹¹ They may understand with Eric Berne that they, like a lot of married folks, are playing a game with each other--a game in a make-believe story.¹²

Even to find out if a couple is playing a game in their marriage --or several games, they will have to find out what roles they are taking in their marriage. In real life people are not so much playing roles, they have more seriously taken on roles--and as good actors have tried to become the kind of persons they thought the roles called for.¹³

The use of legitimate power includes "role-expectation", especially in terms of what is expected of them as males and females. In refrant power one may become like the beloved through the process of identification. Thus a conformity based on identification takes place--but it is voluntary. This includes being like the group which the powerful one is a member of--including masculine and feminine groups. It can include groups of happily married men and women. (Thus the relevancy of group marriage counseling and marriage seminars.) Such identi-

¹¹Ibid.

¹²Cf. ibid.

¹³Joseph Fletcher, "Problems of Conscience for Pastors" (Newton Centre, Mass.: Andover Newton Theological School, 1958).

fication pulls together role concepts to be lived out under certain circumstances implying a set of behaviors and attitudes which the individual perceives to be ideal. Thus, refrerant power in marriage stems from the desire of the spouses to be like their own concepts of the ideal husband or wife. So, it is not the husband who holds power over the wife, but it is the role of his ideal wife to which she aspires which has the refrerant power.¹⁴

The husband only holds refrerant power over the wife, or vice versa, as he or she reinforces the other's own role concept of the self. It is the role of the "ideal wife" or "ideal husband" to which she or he aspires that has the refrerant power. This can be understood in terms of the universal dislike of ambiguity. If lack of structure in our society causes reference to a group--a reference group which says what the ideal husband or wife should be comes about. This is strategically important when we consider the potency of the working man or woman's peer group at work. That group can be a powerful influence as to how to treat the spouse and as to what to expect in marriage!

The group dynamic specialists remind us that marriage is (at least) a special case in small group theory wherein: a) resources brought to the marriage include in addition to those mentioned above, intelligence and personality traits; b) a couple quickly develops personal concepts of the "ideal" husband or wife which especially reflect cultural norms and their separate family mannerisms and attitudes which they each have internalized; c) from the interaction of these variables

¹⁴Hallenbeck, op. cit., p. 201.

¹⁵Ibid.

a balance of power is established which affects every other aspect of married life which of course includes the occupational life. The balance affects the whole marital milieu these ways: 1) in the division of labor, 2) in the amount of adaptation needed for each partner, and 3) in the methods to be used in resolving conflicts, etc.¹⁶

The empirical assessment of dominance is usually based on "who makes the decisions?" or on "who wins the arguments?" Some marriage counselors simply start their counseling by asking a couple, "Who's on top?" Whoever answers reveals a lot! Even more fruitful is the asking of two or three other questions:

1. Is your spouse superior to you in any way? How?
2. Or what rewards are there for you in relationship to your spouse?¹⁷

The delegation of power in marriage reveals that a multi-dimensional view of authority structure should be accepted, and that structure is related to how one deals with authority at work.¹⁸ For instance, a man may be dominated by his wife at home and seek to regain his sense of worth by trying to dominate someone at work. If his attempts at work to offset dominance at home are blocked, then he may look for some other place where he can be the boss for a change.

Role-Set in Marriage and at Work. It has been mentioned that the latest efficient arrangement of personnel is in the form of a role-set. It is a set of persons assigned to each other as the working unit

¹⁶Ibid.

¹⁷Ibid.

¹⁸Ibid.

in which one finds his work role clearly defined. There is also a role-set for married couples which often includes all members of the family. However, let us just consider the role-sets for the two spouses. Each has two role-sets: his own view of himself plus his spouse's view of him.¹⁹ Figure 3 shows how self images of roles and the idea of the other's role should interlock in order to complete a cycle of marital communication. It shows how the cycle can be broken too.

There really is a third role-set for each spouse. It is the actual self (symbolized by the rectangle H for the husband, and the ellipse W for the wife in Figure 2). Concepts of the role of the husband are smaller rectangles hinged at the top of both symbols. Concepts of the wife are smaller ellipses at the bottom of both symbols. When the ellipses or the rectangles do not interlock, then a communication breakdown is portrayed. This set of figures is a "role-set communication chain". It will aid in getting a picture of how the occupation of both spouses is related to the self-concept of each spouse. It is possible to draw the self-concept figures larger than the original male and female symbols to illustrate how an inflated ego is way out of proportion to what a person really is. The position of the self-concept figures can also illustrate who thinks who is dominant. Separate symbols for respective mothers and fathers may be symbolized by circles and squares. They too can be placed in relative positions to each other and the married couples. Their size can be varied also to convey the married son or daughter's impression of them in comparison to them-

¹⁹Nathan Hurvitz, "The Measurement of Marital Strain," American Journal of Sociology, LXV (1960), 610-615.

selves. (A counselor can draw such a picture quickly to communicate the idea of what he sees in his mind's eye.)

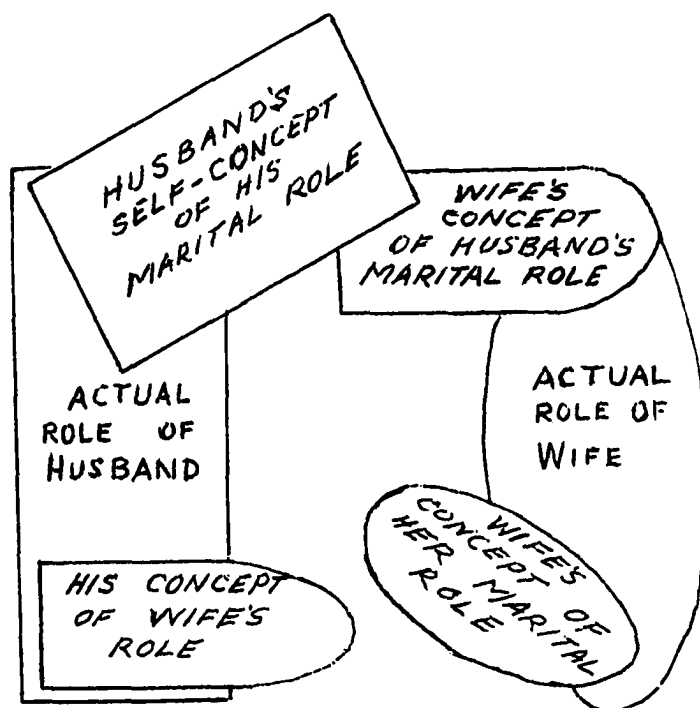


FIGURE 2

ROLE-SET COMMUNICATION CHAIN

Charles W. Stewart says that the primary thing a marriage counselor looks for is the nature of the role relationship between husband and wife.²⁰ In that relationship there are really six personality forces at work, or three role-sets per spouse as shown above (plus

²⁰Charles William Stewart, The Minister As Marriage Counselor (New York: Abingdon Press, 1961), p. 96.

parental concepts).

Stewart presents an ideal sample of how these roles overlap into the husband's occupation. For instance;

....John sees himself as an ideal provider and his wife as a social counterpart, one whose parties help him in his business. Mary, however, thinks of John more as a father to her children, to whom she is devoted, and this housewife's role prevents her from being the hostess John desires....²¹

Occupational role identification is dependent upon role performance which refers to behavior patterned on relationships at work. The types of identification in the work setting are either positional, or personal both of which refer to behavior appropriate to some situation regardless of who the actor is. Position and role identification are situation-centered, and personal identification is actor-centered.²²

Authorities have learned that the more determinate the occupational role, the stronger will be the individual's positional identification with whom he works. (By determinate is meant that a job is defined by a code of ethics and has requirements for entry like training, education, and licensing).²³

Classification of types of occupational orientation may be summarized by the kind of role assigned to the primary function required by similar occupations, e.g.:

1. Metoric: aviator, carpenter, truck driver.
2. Intellectual: scientific occupations.

²¹Ibid., pp. 96f.

²²Robert F. Winch, Identification and Its Familial Determinants (New York: Bobbs-Merrill, 1962), pp. 15f.

²³Ibid., p. 102.

3. Supportive: in safe settings; verbal and interpretive.
4. Conforming: almost obsessive concern for rules--bank teller, file clerk.
5. Persuasive: verbal skill in dominating, selling, some leading, politician.
6. Esthetic: dealing with environment through self expression.²⁴

One's occupational role should include or come within his self-concept, and either to increase his job satisfaction or avoid a decrease in it, his wife's attitude toward his job should be supportive as illustrated in Figure 3.

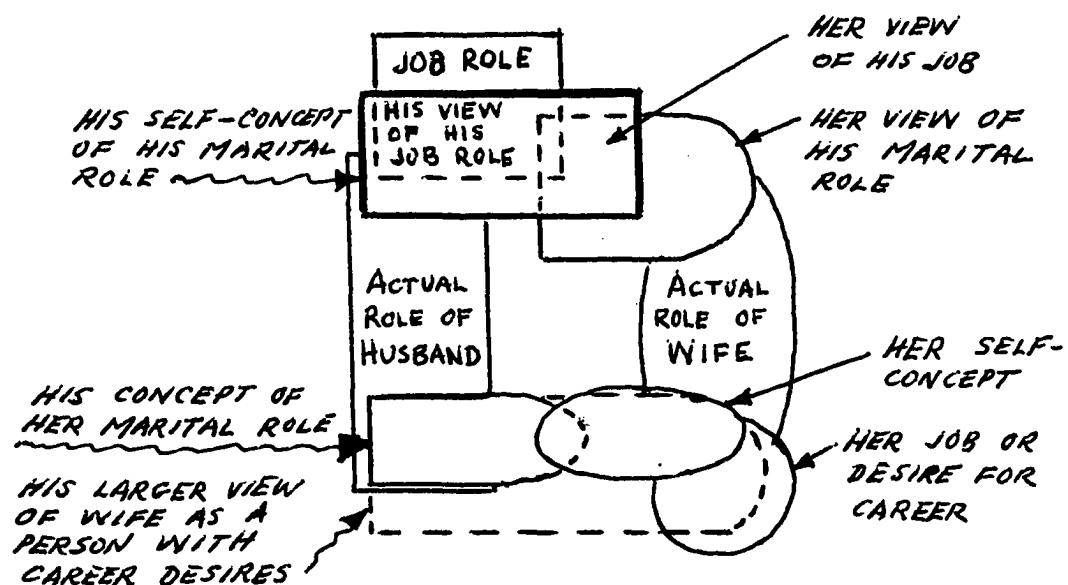


FIGURE 3

ROLE-SET COMMUNICATION CHAIN
WITH OCCUPATIONAL OVERLAP

²⁴Ibid.

David Riesman seems to lament the increasing degree to which the self is no longer defined by its productive accomplishments, but by its role in a "friendship" system.²⁵ Of course, work itself continues to play a role too and the individual still seems to have a personal need for it. "However, works' major function," says Riesman, "is to provide a ritual that earns us social acceptance."²⁶

Muelder further says that the community principle is written into personality and its vocational expression. This is shown in studies which have revealed that factory "teams" have been substituting for the loss of neighborhood in larger cities. In such teams, the small group principle is able to allow human nature to be at its best.²⁷

Role Conflicts. The predominant female role conflict has been found to be that of "expressively oriented" women in a predominantly "instrumental" society. Contradictory patterns for a future wife seem to be glamour, amour, domesticity, and maternity vs. power, production, aggressiveness, and competitiveness.²⁸

The predominant American value system is a universalistic achievement pattern--so potential wives get caught in a double bind.

²⁵David Riesman, Individualism Reconsidered (New York: Free Press of Glencoe, 1954), pp. 109f, cited by Aaron Levenstein, Why People Work (New York: Crowell-Collier Press, 1962).

²⁶Ibid.

²⁷George W. Muelder, Religion and Economic Responsibility (New York: Charles Scribner's Sons, 1953), p. 197.

²⁸Lawrence Podell, "Sex and Role Conflict," Journal of Marriage and Family, XXVIII:2 (May 1966), 163.

As a result of the primary value system there is also a pluralism of goals. For instance, there is emphasis on the process of achieving as much as achievement itself. That produces ambiguity and tentativeness, which makes roles fuzzy and so hard to deal with in marriage.

American males implement predominant values within an "instrumental" division of labor--wherein masculinity is largely defined as an occupational matter, whereas women are expected to live out the "expressive" role in marriage and motherhood. So man is associated with his job and a woman with her marriage. Indeed, her identity is in terms of her husband's name! Lawrence Podell illustrates this well when he says, "While male ball and chain grumbling is griping, female diaper-and-dishes dissatisfaction is role conflict." He goes on to say that women are enmeshed in the kinship network and men in the bureaucratic nexus--and that both dream of being their own boss someday.²⁹

Women can probably adapt to certain occupational roles with less conflict than men. On the other hand, some may feel less constrained to identify with a company and may even enjoy being led by a male leader of a work team. Such relationships work out because they are spouse extensions.³⁰

The problem with roles is similar to that of the statuses which an individual has. It is simply that a person has more than one role in life as he also has more than one status in society.

Similar and Complementary Roles. Some positive conclusions have

²⁹Ibid.

³⁰Ibid.

been drawn by marriage specialists: 1) Husbands and wives tend to marry persons similar to themselves in all characteristics; 2) they tend also to grow more alike; and 3) the married couples are able to judge what the similar characteristics are.³¹

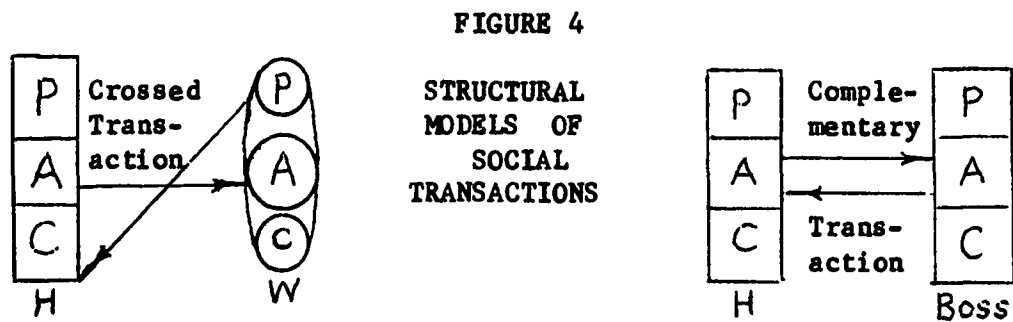
Perhaps people tend naturally to choose marital partners on the basis of similar basic interests; if not, it is still a goal worth aiming at. It is more likely that potential marital couples will choose each other on the basis of complementary needs: each sees something in the other which helps to complete his own self, and each wants to give the other what he or she needs from him or her. So it is now preferable to investigate "role-specific need dispositions" rather than to seek an understanding of specific marital dissatisfactions.³²

In Eric Berne's concept of ego states, the internalized Child, Adult, and Parent of each spouse are activated in relationship to other persons. This is helpful in understanding how carry-over from the marriage relationship to relationships on the job can take place. A person may seek a complementary transaction on the job in place of a frustrating crossed transaction at home as illustrated in the figure below. ("Transaction" is Berne's term for the social stimulus and

³¹Mary Schooley, "Personality Resemblances Among Married Couples," Journal of Abnormal and Social Psychology, XXXI:3 (October-December, 1936), 346.

³²Roland G. Tharp, "Psychological Patterning in Marriage," Psychological Bulletin, XL:2 (March 1963), 115.

response between two people.)³³



Or he may continue on the job the kind of relationship (transaction) he has with his wife as illustrated in Figure 5 where he relates to her as a child and she responds as the parent who takes care of a child. He finds frustration on the job when his supervisor responds to him as an adult. The dotted line in the figure indicates his unconscious efforts to relate to the boss in the same way as he relates to his supervisor and wife.

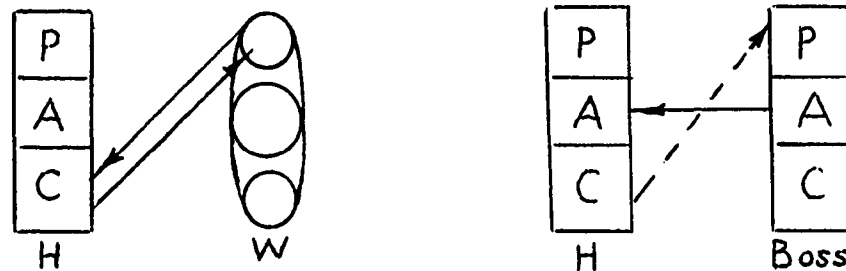


FIGURE 5

**MARITAL ROLE TRANSACTION
EXTENDED INTO OCCUPATION**

³³Berne, *op. cit.*, pp. 29-34.

Cases of Occupational and Marital Role Relatedness. Several marriage counseling cases illustrate the inter-relatedness of occupational and marital roles. They are classified on the basis of the stage of vocational (occupational) maturity of the husband according to TABLE I already presented. Under the occupational maturity classifications there is indicated in what stage of the marital cycle each couple is active. An abstract of Otto Pollak's "Interaction Patterns at Different Stages in the Marital Life Cycle" has been used with certain functions added as shown in Table III.

After a brief abstract of each case a communication chain has been drawn in relationship to the occupations of both the husband and wife. Berne's Parent, Adult, and Child social transaction structure has been inserted into the male and female figures, including figures for the employer. Thereby the carry-over of roles may be seen graphically.

It has been interesting and informative to observe that what began as a marital problem in so many cases soon revealed an occupational problem too. By use of TABLE V a counselor may check off a plus for satisfaction and a minus for dissatisfaction as a fast way to locate marital maturity. In appraising the life purposes there was a consistency of seeking for confirmations of worthwhile identity. It is these cases and many more which began to convince this writer that a fairly consistent positive relationship between occupational and marital satisfactions exists. It is from these cases and the empirical evidence in the next chapter that it can be determined that the substantive relation-

ship is positive in terms of seeking confirmations of worthwhile identity. Dotted lines symbolize unconscious factors. Position of figures for persons in the role-set demonstrate level of dominance or submission in relation to the person closest to them emotionally.

TABLE III

INTERACTION PATTERNS AT DIFFERENT STAGES
IN THE MARITAL LIFE CYCLE³⁴

			STAGES OF MARITAL FUNCTION			
			I	II	III	IV
Dimension of need complementarity			Function in Marriage before arrival of child	Function in marriage & child rearing	Function in marriage & child leaving	Function in marriage after children left
FUNCTION	a	Roles &* Inter-personal reorientation				
	b	Sexual Sphere				
	c	Economic sphere & Work *				
	d	Ego strengthening				
	e	Life purposes: religious issues *				
			<div style="display: flex; justify-content: space-around;"> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Assistance in crisis of transition is needed</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Assistance in crisis of transition is needed</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Assistance in crisis of transition is needed</div> </div>			

³⁴Otto Pollak, "Sociological and Psychoanalytic Concepts in Family Diagnosis", in The Psychotherapies of Marital Disharmony (New York: Free Press, 1965), pp. 18f.

³⁵Functions added by Burn are marked by an asterisk.

Marriage Counseling Cases Revealing Relative
Sequence of Vocational Developmental Tasks

- A. Crystalizing a vocational preference.
- B. Specifying a vocational preference.
- C. Implementing a vocational preference.
- D. Stabilizing a vocational preference.
- E. Consolidating status and advancing in a vocation.
- F. New Training for a different kind of occupation.

- A. A Case of "Crystalizing:" Young Husband--"Not Satisfied." A young husband in his early thirties had married his high school steady. She thought she had always adored him until his drinking in sales work disrupted the marriage. Adultery entered the picture too. After a separation for a few months the husband had a prodigal son experience and came home asking for forgiveness. After considerable counseling with an episcopal priest there appeared to be real repentance involving genuine intention to lead a new life. It was then that the couple came for formal marriage counseling. He was in the process of getting a less risky job at half the pay he was used to, but with much more security offered.

The husband had a suppressed wish to become a minister--a wish cultivated by a pastor who took interest in him years before. He also said he had wanted to remain in the Navy but that his dad had discouraged him. "So," he said, "that's an example of how I seldom did what I wanted to do when I lived with mom and dad. Mom used to throw out everything I built just because I left it out or something." He said that his wife took the same kind of attitude toward his interests! And she did until after considerable group marriage counseling.

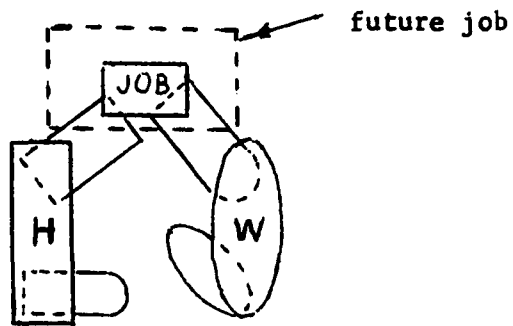
He learned to become bored with his secure job both from the standpoint of its lower pay and because it did not appear to have enough challenge. He liked to work with his hands, but he resented the kind of petty authorities who directed and misdirected affairs and persons at work. He did find drinking pals at work though--and that became a problem for marital satisfaction for both him and his wife. In time he did sign up for schooling to supplement his opportunities for advancement. At the same time he took courses which would lead to a college degree. He was considering a different kind of job with the same company, but he was also thinking about getting a hobby shop started. "One sure thing", he said, "I'm not satisfied with this job." He was not entirely satisfied with his wife's attitude either--whether concerning his work or whether concerning her frequent resistance to his sexual advances toward her.

She was not happy with him either. She was having to learn to re-trust him. She did not like the way he disciplined the two children and she certainly did not approve of his management of the money. She was a pretty "snippy" woman, and he did act like a boy at times--in need of some kind of discipline. But his major question was, "Who shall I be?" He tried to make meaningful identifications with persons in positions which society affords a high degree of worth; for instance, a clergyman, and policeman. On the other hand, he seemed even more intent on finding a brother-like friend who might be a little bit better than he but much like himself. He seemed to need a close relationship with someone who could loan him personality strengths just long enough to let him experience that he be that new worthwhile person he had wanted to be and whom he purposed to be through the religious process of awareness of his own selfishness, confession, forgiveness, commitment, and identification in its interdependent dimension.

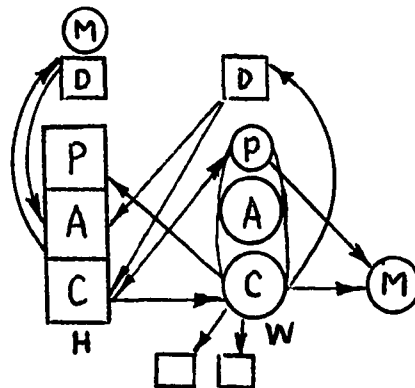
He found this partially through group marriage counseling, but more completely in the Christian hospitality extended to him by a member of an off-brand religious group. Here was a husband who had to find out who he could be like before he could work hard on what he would be in the occupational world.

From TABLE III the interaction pattern yields: dissatisfaction in the areas of II a,b,c,d,e for the husband, and II a,b for the wife.

Role-Set Communication Chain with Job Overlap



Family Role-Set Transaction



Occupational & Marital Role Overlap Transaction

Dashed line = unconscious carryover of relationship to wife

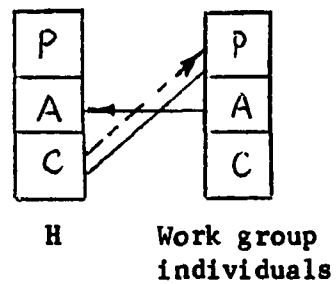


FIGURE 6

ROLE-SET OVERLAP ANALYSIS PLAN

- B. A Case of Regression to "Specifying": Waiting for Right Job and Resentment of Wife Working. A certain husband had been a sales manager. He was out of work, father of five, and waiting for the right job. He just would not take a job beneath his self-concept.

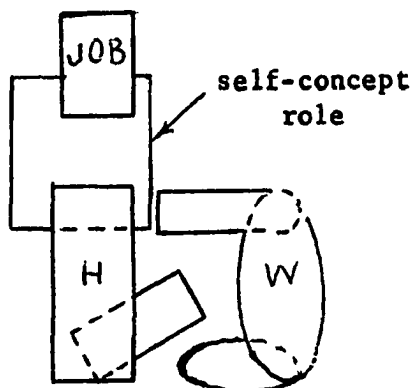
His wife used to work for him, but finally the need for money became so great that she just had to get a job--against his wishes. She was regarded as quite efficient at work and that both pleased and bothered him.

Finally he got just the right job. It fit his sense of integrity and it was the line of work he knew best. He was having all sorts of disciplinary problems with his children--especially with his 18 year old daughter who finally decided to live away from home for a while. His home was mortgaged and about to be foreclosed upon. Unfortunately the home was in his sister's name because of much money she had loaned him. (He said she really owed it to him anyway because he talked her out of committing suicide at one time.)

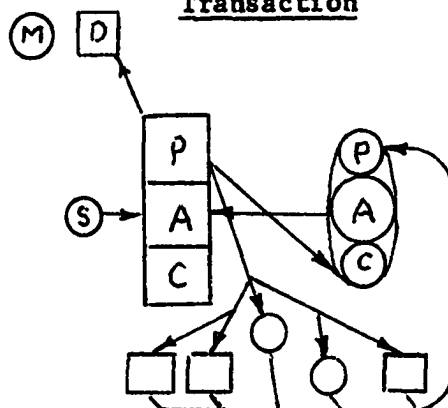
Yes, the right job had come along, but he threw himself into it too much along with staying up too late, smoking too much, and over-drinking coffee. He had a heart attack the first week he was on the job, and after a few days out of the hospital an uninformed mortgage agent served a notice of foreclosure on him. He collapsed and was taken to the hospital from which he did not return.

Classification of the marital dissatisfaction according to TABLE III would place his dissatisfaction in the areas of II & III a,b,c,d,e; his wife II a,b,c.

Role-Set Communication Chain with Job Overlap



Family Role-Set Transaction



Occupational and Marital Role Overlap Transaction

Being his own boss Potential employer

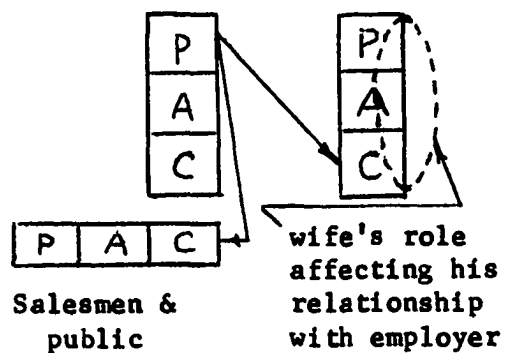


FIGURE 7

ROLE-SET OVERLAP ANALYSIS PLAN

C.D.E. A Case of "Implementing", "Stabilizing", and "Consolidating": Couple Who Could Not Keep their Gains. A couple in their late twenties, the husband three years the older, came West from Boston where he had met and married. She had left home after a severe break with her father who later died without her seeing him. (She admitted guilt feelings). In the West he followed out his work as a salesman. Took detailed vocational testing and received top training. He says he was written up in national trade magazines as a top national salesman of a particular item.

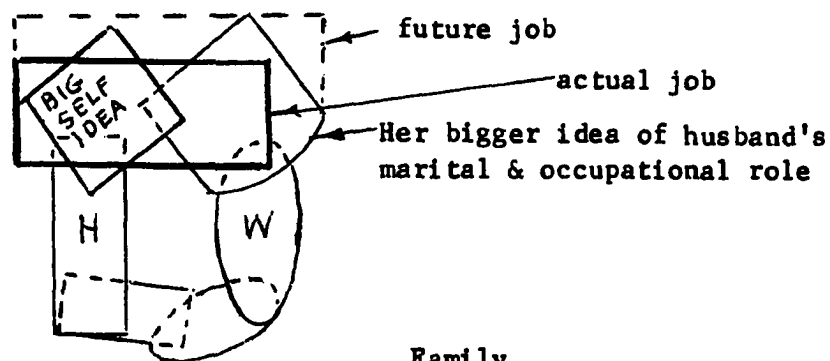
Feeling pretty high, he opened his own business and went broke which ruined his reputation for a while. He and his wife came for counseling because they both "procrastinated so much." He could not seem to get to work on implementing the plan for manufacturing an item he was inventing. (He was a bright person, having his I.Q. estimated by another counselor at about 140; yet he was unable to go beyond the first year of college; he had human relationship problems; they seemed partially stemmed from the fear that people would reject him if they knew that he was part negro.) He also had a chronic ulcer.

The couple also complained about being able to keep friends. It was soon evident that they were both defensively snobs. He accepted intelligent persons like himself. They both looked up to powerful persons with awe or looked down on persons who were not more powerful than they.

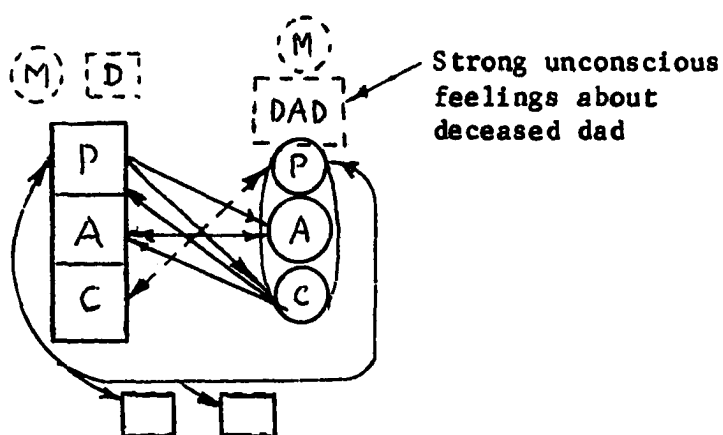
Connected with his ulcer was the couple's status drive. He had a tremendous drive to get back on top, although he had learned to become afraid of failure. More than anything else, both he and his wife wanted him to become president of his own company--again. After considerable group marriage counseling, he appeared to accept the fact that he would have to learn how to work with people, even if he did obtain his own company again. He realized that he had to learn how to cope with authority. So, he was influenced to accept a job with an old employer who knew his abilities. He had decided to stabilize his vocational performance by obtaining a regular job and to learn from the boss there all he could about how to run a business in the future. By returning to his old employer with an increase in status and salary he was consolidating his status in his chosen field.

According to TABLE III the husband's dissatisfactions were in the areas of II a,c,d, and the wife's in the same.

Role-Set Communication Chain with Job Overlap



Family Role-Set Transaction



Occupational and Marital Role Overlap Transaction

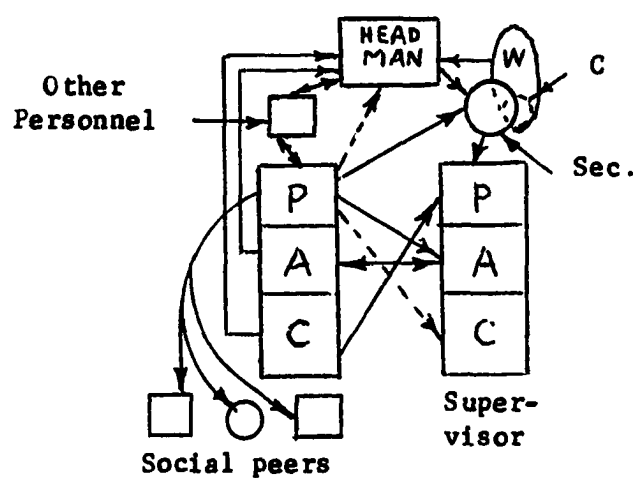


FIGURE 8

ROLE-SET OVERLAP ANALYSIS PLAN

F. A Case of New Training: "To Start Again!" A middle aged hen-pecked husband had been through a lot. He had had his own saw sharpening business. His two sons had worked with him in it but that did not work out. He thought he had had a heart attack some years earlier; he thought his doctor had put him on something to which he had become addicted--and that that helped cause his alcoholism which followed.

He and his wife became converts to the Roman Catholic faith. They both worked hard at presenting the highest vocational calling to their children. As a result one son entered training for the priesthood and the daughter began training in a convent. Both ended up with emotional breakdowns causing them to give up that high calling. The parents felt quite guilty and let down about this. It seems that both mother and father had invested too much of their own search for worthwhile identity in their children's occupations.

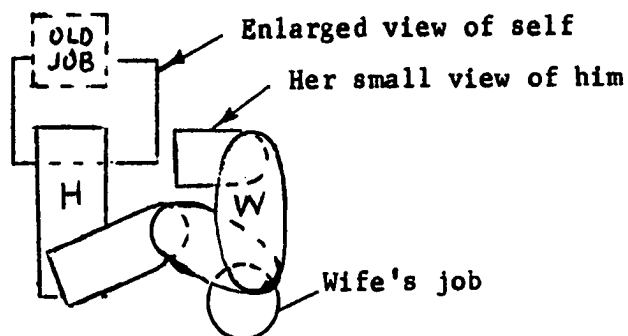
Eventually, this husband found that he could not make his business pay and he found that he got more satisfaction out of giving informative talks on alcoholism than out of getting his business going. Besides, competition was keen. But he had to make a living, his wife kept reminding him. And when she took her first job as a waitress, he became aware of the need to work for someone else. He tried it on a job within his own specialty, but that did not work out too well because he knew as much and more about the work than his foreman. So, he finally took a very different kind of job at a cannery--doing some assembly line work. That seemed to meet his need. He likes working with his hands and having a steady check. His wife does too.

After marriage couple counseling and conjoint family therapy³⁶ all the children were out living on their own--especially the daughter who had struggled hard to cling to the father and to keep him battling with the mother in the house trailer they all had lived in. Even the trailer has been forsaken (having been left for the bank to sell for them). The couple lives in much less expensive quarters now and have reported new experiences of meaningful relationship to each other. They also report that their children are reporting more appreciation of them as parents too. Much of the husband's anxiety was tied up with his concept and role of being a man in his own business. That anxiety was well symbolized once when he said with a deep sigh, "But to start all over again!"

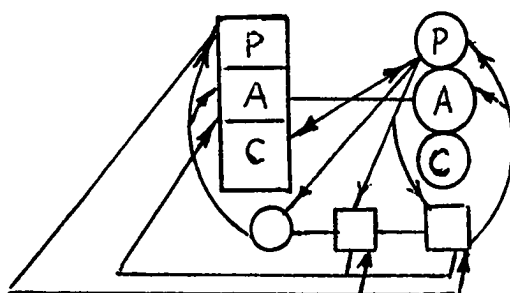
³⁶See Virginia Satir, Conjoint Family Therapy (Palo Alto, Calif.: Science and Behavior Books, 1964).

From Table III the husband's dissatisfactions were in the areas of III a,b,c,d,e; the wife's in the same. After counseling, dissatisfaction was reduced in all areas to the extent that there have been recurring reports of satisfaction for the husband in all the areas as is the case for the wife, so that a mutual satisfaction appears for them both in areas III a-e. I show below the progress before and after counseling.

**Role-Set Communication Chain
with Job Overlap**



**Family
Role-Set
Transaction**



**Occupational & Marital
Role Overlap Transaction
Before Therapy**

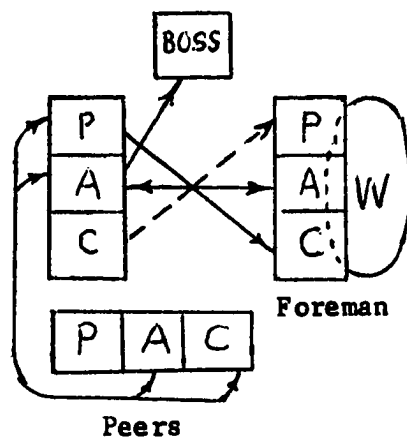
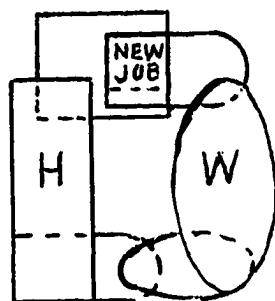


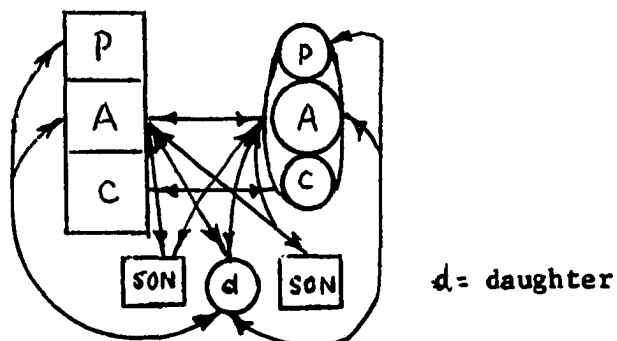
FIGURE 9

ROLE-SET OVERLAP ANALYSIS PLAN

**Role-Set Communication Chain
with Job Overlap**



**Family
Role-Set
Transaction**



**Occupational & Marital Role Overlap
Transaction After Therapy**

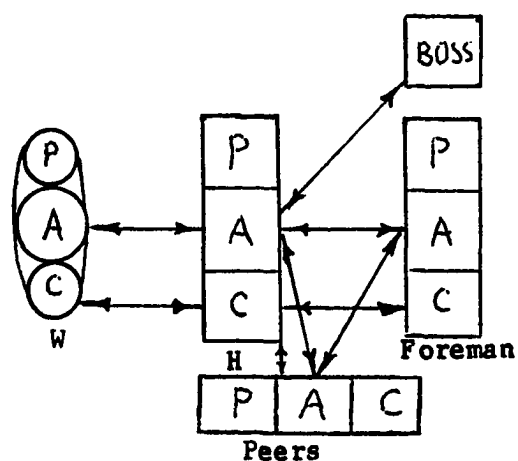


FIGURE 10

ROLE-SET OVERLAP ANALYSIS PLAN

Summary. Occupational role has become a dependable means to ego-maintenance and self-identity, but the marital role is apt to wield the greater influence on personality and degrees of satisfaction, although one may first choose his mate to support his occupational role. Of course such a choice is only greater than love when the occupational interest is crystalized.

In the use of power within a marriage, "referrant power" is the kind associated with an ideal marital role. It is a "stable influence in a dyadic relation between two persons." An important study revealed that the power of husbands varied directly with their socio-economic status and that the relative power of the wife was greater if she worked. It is the interaction of power in the marriage which affects every aspect of life including life at work.

Role-sets exist in marriage and at work and overlap. I have symbolized the two role-sets each spouse has and hinged them to husband and wife figures of the actual role of each. When the symbols are all linked they form a "Role-set Communication Chain." When the man's job is symbolized as a square and a wife's as a circle, their size and location can be drawn in such a way as to reveal the relationship and importance which the job has in the marriage. The chain was found useful in illustrating cases of occupational and marital role overlap. The cases were arranged in keeping with a relative sequence of stages of vocational maturity: crystalizing, specifying, implementing, stabilizing, consolidating, and new training. Progress in stages of marital maturity were estimated by means of a stages and functions table.

Eric Berne's structural models of social transactions were incorporated into role-set figures for husband and wife, and his crossed and complementary transactions were illustrated and utilized in the case studies. The cases reveal definite inter-relatedness of occupational and marital roles with implications that the carry-over or overlap of each affects satisfaction in each in no clear pattern. However, Case "A" of marital disturbance was because a young man had not found out what he was capable of; "B" was a case of involutional psychosis, but the dominant father role overlapping into his work and his seeking for a status in keeping with his inflated self-concept illustrates the thesis of this chapter. It suggests that status is a factor to keep our eyes upon. The wife in that case was loved only as she enhanced the husband's version of himself. He was happy with nothing less on the job too. Case "C.D.E." is a classic in status seeking by both spouses. "F" in its fuller dimensions would reveal that the wife, while having been dominant in the marriage, had been controlled by the helpless little boy inside her husband. "The little boy" kept her a dominant mother beyond her natural mothering days. She was frustrated about what she was worth to the world. Finally she obtained a job wherein she found great satisfaction. The husband was mostly concerned about maintaining his former status. However, he found more satisfaction in the status accredited to him in giving public lectures and testimonies on alcoholism.

CHAPTER VI

RELATING OCCUPATION TO MARITAL SATISFACTION

There are studies which have measured the relationship between kinds of occupations and levels of occupations with marital happiness and adjustment. Beyond the cases presented in the previous chapter, these studies discussed in this chapter provide research closest to measuring occupational and marital satisfactions.

Different types of relationships between work and marriage are presented in this chapter. They have been arranged in the chronological sequence by which they have become known.

Several Figures and Tables are used to facilitate understanding research results. Lang's findings in Figure 12 come closest to proving this dissertation's proposition that occupational and marital satisfactions are related positively and significantly through efforts to express self worth and to experience confirmations of worthwhile identity.

Economic items associated with marital happiness are considered from varying standpoints as to whether and how they are related to occupational and marital satisfaction. The negative effect of occupational mobility is accepted for the era from which the research came, but serious discussion of it is postponed for the concluding chapters. The effect of the employed wife is considered also.

Relationships from Anthropology, Religion, and Psychology.

The Primitive Relationship: Mutual, Protective and Exploitative.

Early in man's history we can see the beginnings of the relationship

between occupation and marriage in his struggle to stay alive and in his efforts to secure food for his mate. The mates were able to secure some food--though their role was more to prepare it along with mothering the children.¹ Paraphrasing A. B. Parsons, Leta Hollingsworth says:

...if men could be induced to supply subsistence, women could live without killing or abandoning their infants. At the same time, men were motivated by sex attraction, by the luxury of having routine chores performed for them, and doubtless by pity, to undertake the protection of women and of the helpless offspring to which they were mysteriously subject. Thus, men, women and children came to be arranged in family groups, in which men were inevitably lords and masters, because they needed the arrangement least. The satisfaction of the mutual need for sex leaves men unhampered, while it leaves women weighted with the burden of gestation, childbirth and child care.²

The Genesis Relationship: Worker and Helper of Like Kind. We get the feeling from the writers of Genesis that God lamented the fact that there was a time when "...there was no man to till the ground,...."³ Consequently, the feeling is conveyed that God created man partly from the very ground he was to till, and his creation was by inference partially brought about by means of the same process by which God caused other things in the earth to grow. For,

...a mist went up from the earth and watered the whole face of the ground--then God formed man of dust from the ground, and breathed into his nostrils the breath of life; and man became a living being. And the LORD God planted a garden...; and there he put the man whom he had formed. And out of the ground the LORD God made to grow every tree that is pleasant to the sight and good for food...⁴

¹Leta S. Hollingsworth, "Family Psychology," Encyclopaedia Britannica, 1955 ed., IX, 61, citing Alice Beal Parsons, Woman's Dilemma (New York: Crowell, 1926).

²Ibid.

³Genesis 2:5c.

⁴Genesis 2:6-9a.

Later, the Genesis writers conclude that God observed, "It is not good that the man should be alone; I will make him a helper fit for him." So out of the ground the LORD God formed every beast....; but there was not found a helper fit for him. So,

the LORD God caused a deep sleep to fall upon the man, and while he slept took one of his ribs and closed up its place with flesh; and the rib which the LORD God had taken from the man he made into a woman and brought her to the man. Then the man said,

"This at last is bone of my bones
and flesh of my flesh;
she shall be called Woman,
because she was taken out of Man."

Therefore a man leaves his father and his mother and cleaves to his wife, and they become one flesh. And the man and his wife were both naked, and were not ashamed.⁵

From these passages we pick up the feelings people had about the relationships of man with God, the ground, women, the wife, man's parents, and even the basic sexual innocence about nakedness (with the implication that nakedness was not intrinsically wrong).

How does all this Biblical feeling relate occupation to marriage? It reveals subtle feelings which many people still have about work, man and woman, the earth-ground-relatedness of man, the deep-felt relatedness (hermaphroditic) of men and women, the divinely endowed sense also ("God breathed into his nostrils the breath of life"), the joy of being able to touch, see, and have flesh like one's own satisfying the need to love oneself even though in a disguised form--providing a guiltless outlet for loving the self, as well as meeting the need to love a like-being who is also different than the self--thus avoiding

⁵Genesis 2:18-25.

the sick and sterile results of incestuous narcissistic feelings derived from one's infancy.

The interwoven feelings about God, and work, and man and wife are clearly stated in the third chapter of Genesis on that fateful day of awareness when, symbolically speaking, the first marital argument began. The fact that the record of that argument reveals how both husbands and wives blame each other, does not off-set the fact of some negative force at work to influence both men and women toward the destruction of their relationship with God, each other and the world--wherein work is to be found! Before the argument and God's dealing with the negative force (serpent) and the primal marital pair, work was felt simply to be man's necessary part in helping God provide food. But after the element of evil has been introduced, evil is tied up with dust, ground, (from which man was partly made) and supposedly separated from women through an enmity which was evidently felt between evil and women.

The husband's fate was to become more closely tied with the ground which had become cursed because of the husband's listening to his wife! But there in the ground (work) the evil serpent has been seen. If the wife has a natural dislike for her husband's work, it could be that on a deep level, her cultural past, and possibly the truth of the Biblical view here, could explain it when nothing else does.

If a wife does not like her husband's work, it could be that she has learned to be jealous of it.

From the Genesis point of view, the working husband may have

sensed his own participation in "the ground of his being" when working in the fields. And the Biblical implication is that in tilling the ground a man will be reminded that he is not going to move upward but that he is going to end up where he started--on the same level of being as when he was begun--having the same status as he started with! He is in effect told that he cannot work for his salvation. He has had it! All he can do is take part in the utilitarian process which will clip the wings of aspiration to be like the gods. The Biblical poet puts it like this--speaking for God:

"In the sweat of your face
you shall eat bread
Till you return to the ground,
for out of it you were taken;
you are dust,
and to dust you shall return."⁶

Ambivalent Relationship: Painful Reality vs. Pleasure. The attitude of work as drudgery and punishment still has its effect on the marriage relationships of today as it did when the Genesis writers expressed their feelings.

Nevertheless, work represents painful reality which must be adhered to for survival. To that end man may learn to enjoy what he thought was unpleasant when he was a child. It could be argued that woman's role has too often been to distract man from painful reality--from his work. Awareness of this is felt in the words of God which come again from the Genesis writers: "...You have listened to your wife...."⁷

⁶Genesis 3:19.

⁷Genesis 3:17b.

It has long been felt that women are the weaker of the two sexes. Their association with beauty associates them with pleasure and the feeling side of life--traditionally. S. Ferenczi brought this out from his understanding and Schoepenhauer's about the marriage argument between Oedipus Rex and his wife Jocasta. It was her contention that he should not inquire very deeply into the nature of their marriage relationship. She represented the wish for pleasure to remain at the cost of facing painful reality. He represented the reality principle which would have its day even at the cost of pleasure.⁸

Historically, then, even the writer of the Greek tragedy had insight and feeling about a deep feeling between husbands and wives, and he tried to convey it to his readers. The mistake would be to attach to women the sole responsibility for wanting pleasure. Surely that would be a projection of large dimension. But historically, that is probably what has happened. It very well can be that many a husband has blamed his wife for his own wish to have pleasure more than work. She becomes his scapegoat for the fact that he may still be very much a little boy who wants only to play--but who has a wife who functions as a mother--who, in a reversal of roles, represents the reality principle which he hates! Thus, ambivalence toward reality and wife!

Relationships Deduced from Tests and Statistical Analyses--arranged Chronologically.

1918 Occupational Propinquity. In 1918 Donald M. Marvin did a

⁸S. Ferenczi, Sex in Psycho-Analysis (Boston: Gorham Press, 1916), pp. 253-275.

statistical study of "Occupational Propinquity as a Factor in Marriage Selection."⁹ He was able to prove that since women had come into the factories as a result of World War I, that caused marriages to obey a sweeping silent force--that of propinquity--the potency of being close to persons. He noted that women of the same occupation were surrounded by men of the same occupation and then many of them married those whom they met in the work situation. His interest was especially aroused by the tremendous proportions of men marrying women whom they met at work!

Marvin observed that occupations seemed to select certain groups of people for acquaintance and eventual marriage. He noted that constant mingling of the men and women within the occupational setting caused constant sexual stimulation which moved the unmarried into marriage. That was the aim of many of the women, and so Marvin studied the effect that a particular occupation might have upon a woman and her chances of marriage. For instance, it was learned that seven out of ten women alumnae of Bryn Mawr (woman's college near medical schools) married physicians! By living close to pre-medical students, the girls learned shop talk--as well as many working as nurses themselves, whereby they could not only meet the future doctors but also work closely with them. An inference can be drawn from Anne Roe's findings on origins of interest that the girls in the above study probably chose occupations which would meet their person-oriented or non person-oriented

⁹Donald M. Marvin, "Occupational Propinquity As a Factor in Marriage Selection" (Cambridge, Mass.: American Statistical Association, 1918), p. 131.

needs. By entering the appropriate occupation, that occupation would have a direct influence on meeting a potential husband who is in an occupation pleasing to the would-be wife. Marvin says the chances are fifty-fifty that the husband will be from the occupation the girl is already working in. What effect this would have on marital happiness can be determined with the right tools, time, and cooperation. From the standpoint of satisfaction, it would seem like a perfect way to have a full one-to-one correlation between occupational satisfaction and marital satisfaction.

However, the girl's desires to continue in the same occupation as her husband's could lead to great frustrations for both parties! If she did not actually continue in the occupation, she could become very jealous of him. She might make a choice to be a good housewife--and learn to be, but if she wishes very badly to be someone in the world of work--or even wants more money than her husband earns, then her feeling of marital satisfaction would be fairly low. It is advised both ways regarding interest in the same occupation by both husband and wife. It depends also on how the mutual interest is carried out. Is it going to be a repeat of brotherly-sisterly competition for who comes home with the most "A's"? Or, will it be a way of meeting the basic need of increased self worth by way of dominance over the occupation or the spouse?

Generally speaking, men do not take well to competition with women, and most advice leans in the direction of having different main interests in order to off-set what could be called in man--an innate castration complex in relationship to competition with women--especially a wife--or mother. On the other hand, some couples are able to work out

a comfortable mutuality of interest at the price of working at it. And further, it is certainly better to start out with common interests plus some individual ones rather than to come at marriage either with completely different interests.

1929: Jealousy of Job, Working Wife, Scolding Wife--Marital Unhappiness; Wife's Economic Dependency and Business Man's Income-Marital Happiness. In 1929 G. V. Hamilton and Kenneth MacGowan published a very informative book, What's Wrong With Marriage? They summarized in rank order those factors which were dissatisfiers in marriage. Husbands had the greatest complaint about economic troubles in relation to the wife. The wives complained mostly about the husband's occupation. They were jealous of the amount of time it took. Nor did they like the economic dependency which they were subject to.¹⁰ (Financial dependency does hamper the need to become a responsible individual. It keeps one in an adolescent relationship to the provider, though not always.)¹¹

The Hamilton and MacGowan study revealed that money was a problem with one fifth of the couples involved. And for those, the money complaint was usually a symptom of something else--deeper, that was troubling. The researchers found that 52 per cent of the prosperous men were happily married; 50 per cent of the not-so-prosperous

¹⁰G. V. Hamilton and Kenneth MacGowan, What's Wrong With Marriage? (New York: Boni, 1929) pp. 66f.

¹¹Bruno Bettelheim, "The Problem of the Generations," Daedalus, XCI:1 (Winter 1962).

were persuaded likewise. Whereas among the wives, 54 per cent of the prosperous were happy and only 36 per cent of the not-so-prosperous.¹²

Contrary to popular opinion, the report revealed that working wives are less happy maritally speaking--and the husbands along with them. However, the issue of the source of the wife's income evidently had a lot to do with acceptance of her having income of her own.

Table IV tells the tale:¹³

TABLE IV
SOURCE OF WIVES' INCOMES AND PER CENT OF
MARITAL HAPPINESS¹⁴

	Per Cent of Happy Husbands	Per Cent of Happy Wives
Where wives were wholly dependent . .	61%	63%
Where wives contributed income but did not earn money	50%	60%
Where wives earned money	44%	25%

This study showed that women put more store in money than the men, and that the women are more apt to go on loving men who bring home the bacon.¹⁵

Fifty-five per cent of the women in the study who were married

¹²Ibid., p. 76.

¹³Ibid., p. 83.

¹⁴Ibid.

¹⁵Ibid., p. 86.

to business men were happy, while no other class came nearer than 45 per cent, and the average of all the rest was still lower.¹⁶

The research showed that women are sensitive about money and dependence, "and yet money-earning seems to make them unhappier in marriage than their husbands."¹⁷

The husbands' chief complaint was that of the scolding wife.¹⁸ It probably reminded him of when he was a boy and mother was scolding him. Nevertheless, the happiest group of husbands in the survey was that group which had wives on the mother-pattern. The quality of the "good mother" is really what many, if not most, men are looking for in seeking a wife. The good mother is a symbol of the best kind of person--and she is not one who dominates her children. So, let us not get fooled by reference to the terms, mother and father. There are the "good" ones and all sorts and varieties of the others.

Table V shows the Hamilton and MacGowan results of a comparison of occupations, income, and the resulting per cent of happiness felt by the husbands and wives separately:¹⁹

¹⁶Ibid.

¹⁸Ibid., p. 109.

¹⁷Ibid.

¹⁹Ibid., p. 32.

TABLE V
COMPARISON OF OCCUPATIONS, INCOMES, AND
PER CENT OF MARITAL HAPPINESS²⁰

Husband's Occupation	MEN		WOMEN	
	Husband's Income Above \$5,000	Marital Happi- ness	Husband's Income Above \$5,000	Marital Happi- ness
Business . . .	64%	68%	59%	55%
The arts . . .	50%	50%	50%	45%
Professional .	58%	41%	49%	39%
Engineering. .	27%	27%	41%	41%

The only group in which marital happiness does not closely follow the size of income is the professional.

1931-1959: Correlation of Job Satisfaction to General Satisfaction of .39. This correlation was covered in Chapter V.²¹ It is not a high correlation, but its consistency is significant, and within the items which make up general satisfaction, the "immediate family situation" has been turning up with increasing significance as directly related to occupational satisfaction.²²

²⁰Ibid.

²¹See pp. 65f above; Joseph A. Weitz, "A Neglected Study of Job Satisfaction," Personnel Psychology, V (1952), 201-205. (Weitz uses the correlation rating in terms of 10=100%; thus 3.1 & 3.9.)

²²Gerald H. Graham, "Job Satisfaction," Personnel Psychology, XLV:9 (1966), 544-547.

1934: Male Dominance in Marriage Related to "High Occupation."

In 1934 Louise Hoffeditz found that opposite personalities did not really attract themselves to each other for marriage. She also learned that the neurotic tendency decreases as occupational intelligence increases. She learned that dominance is greatest for "high" occupations --high in terms of her ratings.²³

1935-38: Terman and Others Found No Certain Relationship Between Marital Happiness and Occupational Status. In 1935 when Robert Hoppock's revealing book on job satisfaction²⁴ inspired much research, Lewis M. Terman and Paul Battenwieser published results of vocational interest tests (Strong and Bernreuter tests) which had been administered to married couples who represented different degrees of marital happiness.

Results of the tests came out in the form of Table VI as published in the same authors' monumental work, Psychological Factors in Marital Happiness, (1938)--with assistance from Ferguson, Johnson and Wilson.²⁶ Occupation in relationship to marital happiness is classified

²³Louise E. Hoffeditz, "Family Resemblances in Personality Traits," Journal of Social Psychology, V:2 (May 1934), 225ff.

²⁴Robert Hoppock, Job Satisfaction (New York: Harper & Brothers, 1935).

²⁵Lewis M. Terman and Paul Battenwieser, "Personality Factors in Marital Compatibility," Journal of Social Psychology, VI:2 (May 1935), 147.

²⁶Lewis M. Terman, et al. Psychological Factors in Marital Happiness, (New York: McGraw-Hill, 1938).

as one of the background factors which are listed in this order: occupation, family income, presence or absence of children, present age of respondent, length of marriage, age at marriage, age difference between spouses, amount of schooling, relative mental ability of spouses, place where spouses first met, how long and how well they knew each other before marriage, and how long they were engaged.²⁷

Terman, et. al., ask, "Is marital happiness more general in the higher or the lower occupational classes?" They say that it is well known that more divorces occur in the higher classes, but this is largely accounted for by the fact that divorce involves an expense which the lower occupational classes are less able to meet.²⁸ In Table VI Terman has grouped married couples according to the husband's occupation into the seven categories of the Minnesota occupational rating scale. The Table gives separately for husbands and wives the mean happiness score for each group and the critical ratio (C R) of the difference between the mean for the professional group and the mean for each of the other groups.²⁹ The value of the C R is not given when it is less than 1.0, and

it will be noted that in the case of husbands there is no C R as high as 1.5, which is the lowest that could be taken as indicative of anything approaching a reliable difference between the means compared. In the case of wives there are two reliable differences in the direction of relatively low scores for groups III and V. The number of subjects in groups IV, VI, and VII is so small that comparison involving these groups have little meaning.³⁰

²⁷Ibid., p. 167.

²⁸Ibid.

²⁹Ibid., pp. 167f.

³⁰Ibid., p. 168.

TABLE VI
MEAN HAPPINESS SCORES BY OCCUPATIONAL CLASSIFICATION³¹
(N = 792 couples)

Occupational Classes	Per Cent of total	Mean hus- band happi- ness	CR	Mean wife happi- ness	CR
I. Professional	36.6	68.6*		71.4*	
II. Executives and man- agers	19.9	69.7		71.0	
III. Retail and skilled .	18.7	66.7	-1.1	65.5	-3.1
IV. Agricultural	1.8	72.0		71.5	
V. Small proprietors, clerks and semi- skilled	19.7	66.4	-1.3	65.5	-3.1
VI. Apprentices, etc. .	2.2	73.8	1.2	72.1	
VII. Unskilled laborers .	1.1	71.3		70.5	

*C R's are for positive or negative deviations from starred mean.

From the data in Table VI it will become evident that no prediction of the husband's happiness can be made on the basis of occupational classification. However, data on the wife's may possibly warrant a small weight (credit) for subjects who are not in groups III and V. Even so, the subjective happiness ratings summarized by Terman and aids failed to confirm the inferior happiness status of women in those two groups, and the conclusion to which they were forced at that time was that no certain relationship between marital happiness and occupational status had been demonstrated.³² This contradicts Hamilton and

³¹Ibid.

³²Ibid., pp. 168f.

MacGowan's findings.

In 1936: George Pratt wrote of "Wives Who Help Their Husbands To Fail" in Why Men Fail.³³ The wives he spoke of were the jealous wife, the 'invalid', the clinging vine, the one who lacks faith in her husband, the one with superior abilities, and the one who has married a father substitute. While he deals primarily with the negative relationship of occupation and marriage, he did say, in the positive vein, that a far greater number of wives are the reason for their husbands' successes. It is usually due to her maturity--wherein she no longer resorts to the unusual to put herself across to the world. She satisfies the wholesome desire for power by other ways than dominating her husband; she does not need to lean on him--so the usual power struggle is avoided. It goes on in a field of endeavor parallel with her husband's rather than in a conflicting field; her field is most often "the success of the family;" she usually works outside the home only for economic reasons, (and she has outgrown nagging.)³⁴

The Primary Positive and Negative Relationships.

1932-1939: Marital Adjustment Related to Occupational Status in Regard to Social Control and Mobility. As if hearing the Terman group's lament Burgess and Cottrell brought forth the masterful monograph

³³George K. Pratt, M.D., "Wives Who Help Their Husbands Fail," in Why Men Fail (New York: Appleton-Century, 1936).

³⁴Ibid.

of Predicting Success or Failure in Marriage.³⁵ In it they do answer more questions about the relationship between occupation and marriage. They said in 1939 that once an occupation has been selected, the trade or profession regulates conduct, and the favorable or unfavorable influence of the occupation on marital adjustment seems to depend on the occupation's status as regards social control and on its mobility.³⁶

Two hypotheses were tested and yielded positive results with the qualification that other factors than occupational status were also at work with that factor.³⁷ The hypotheses were:

1. The greater the control exercised by society over the conduct of the person in a given occupation, the higher is the association of that occupation with good adjustment in marriage.
2. The greater the personal mobility required by the occupation, the lower is the association of that occupation with good adjustment in marriage.³⁸

The hypotheses were applied to 526 cases which were grouped in occupational classifications, which were determined by the husband's appraisal of where his occupation belonged in the classifications. The list of classifications included only three specific occupations: farming, teaching, and the ministry. There were twelve categories for husbands to be placed, two of which were "no occupation," and "no reply."³⁹ And only for the teacher does the size of the group approach a number which warrants a special classification. The results of the

³⁵E.W. Burgess and L.S. Cottrell, Predicting Success or Failure in Marriage (New York: Prentice-Hall, 1939).

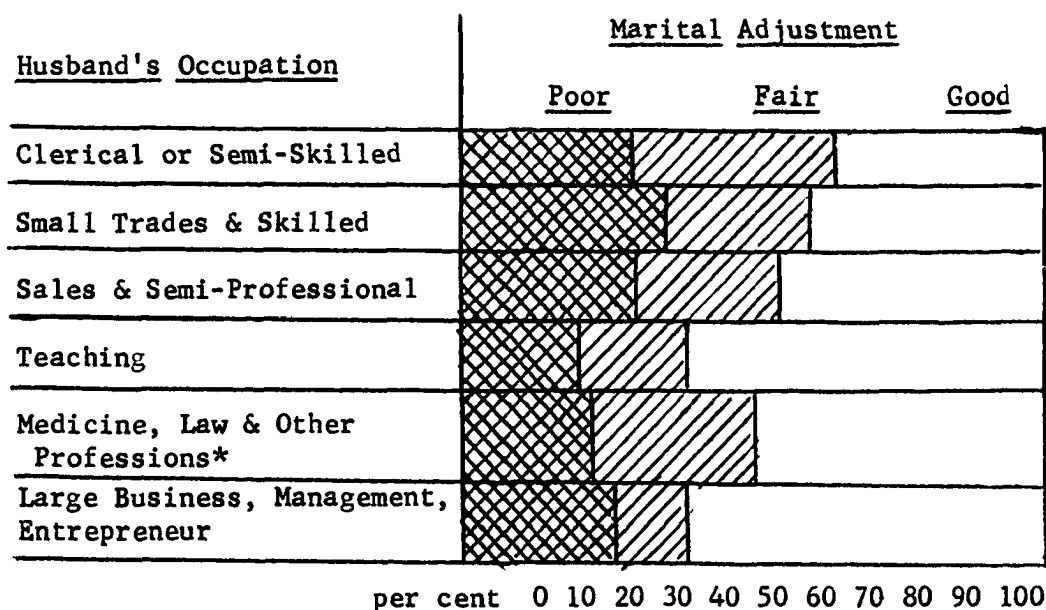
³⁶Ibid., pp. 136f.

³⁷Ibid., pp. 137, 142.

³⁸Ibid., p. 137.

³⁹Ibid.

inquiry were, with the considerations mentioned, summarized in Figure 11.⁴⁰



*Including the ministry.

FIGURE 11
OCCUPATION OF HUSBAND AT MARRIAGE AND
MARITAL ADJUSTMENT⁴¹

Only those occupations and occupational groups represented by thirty or more cases were included in the Figure. The pattern of distribution seems to indicate an increasing proportion of husbands with "good" adjustment as we move from those engaged in clerical, small trades, and skilled work to those in the professions and large business. The other way around, the percentages with "poor" adjustment are smaller in the latter groups and larger in the former.⁴²

⁴⁰Ibid., p. 138.

⁴¹Ibid.

⁴²Ibid.

The teaching profession shows the highest proportion of husbands in the class with "good" adjustment and the lowest in the class with "poor" adjustment.⁴³

The number of cases in all but two of the occupational groups is too low for indicating significant differences. However, the differences between husbands in teaching and in small trades and skilled work is 22.4 per cent, which is 2.64 times its standard error. "Since this difference could only occur once out of 240 times by chance alone, it may be regarded as highly significant."⁴⁴

The data in Figure 11 point to the probability of a high correlation between occupation and adjustment in marriage.⁴⁵

Burgess and Cottrell's Use of Richard Lang's 1932 Ranking of the Occupations of 17,533 Husbands in Terms of Marital Happiness. Even more useful to Burgess and Cottrell than their own research was that of Richard O. Lang's unpublished study of the degree of happiness or unhappiness in marriage done in 1932.⁴⁶ Indeed, his work is the most important research related to the substantive question.

Lang obtained test responses from 17,533 couples working in 60 occupations! The marriages were rated by the couples themselves and then rated again by friends and acquaintances. The correlation between the two sets of ratings was .9--a very high correlation!⁴⁷

⁴³Ibid.

⁴⁴Ibid.

⁴⁵Ibid., p. 139.

⁴⁶Richard O. Lang, "A Study of the Degree of Happiness or Unhappiness in Marriage," Unpublished M.A. thesis, University of Chicago, 1932, cited by Burgess, op. cit., p. 140.

⁴⁷Ibid.

Of the cases in which the husband was in one of the 60 occupational groups, 61.6 per cent were rated as "very happy" and "happy"; 18.9 per cent as "average"; and 19.5 per cent as "unhappy" and "very unhappy", or separated or divorced. The distribution by occupation of these cases into the above categories of marital happiness is given in Figure 12.⁴⁸

On first impression, Figure 12 leads one to think that there is a wide divergence in happiness ratings.⁴⁹ Within the two middle sections in the Figure, the occupations do not show marked differences from each other. Therefore, it will be more significant to compare the occupations in the upper and lower quartiles in order to test the hypotheses regarding the relation of social control and mobility to adjustment in marriage.⁵⁰

The occupations in the upper quartile are arranged in order of their ratings as "very happy" and "happy," from highest to lowest per cent are:

chemical engineer, minister, college professor, athletic coach, student, high-school teacher, engineer (type not specified), teacher (type not specified), electrical engineer, wholesale salesman, educational administrator, manager, accountant, civil engineer, and office worker.⁵¹

In this upper quartile are the six occupations with a high degree of public control over personal conduct--and moreover,

⁴⁸Ibid.

⁴⁹Ibid.

⁴⁹Ibid., p. 141.

⁵⁰Ibid.

⁵¹Ibid.

in the upper quartile there appears no occupation with a high degree of mobility. These facts are in correspondence with the theory of the direct relation of social control and the inverse relation of mobility of occupation to marital happiness.⁵²

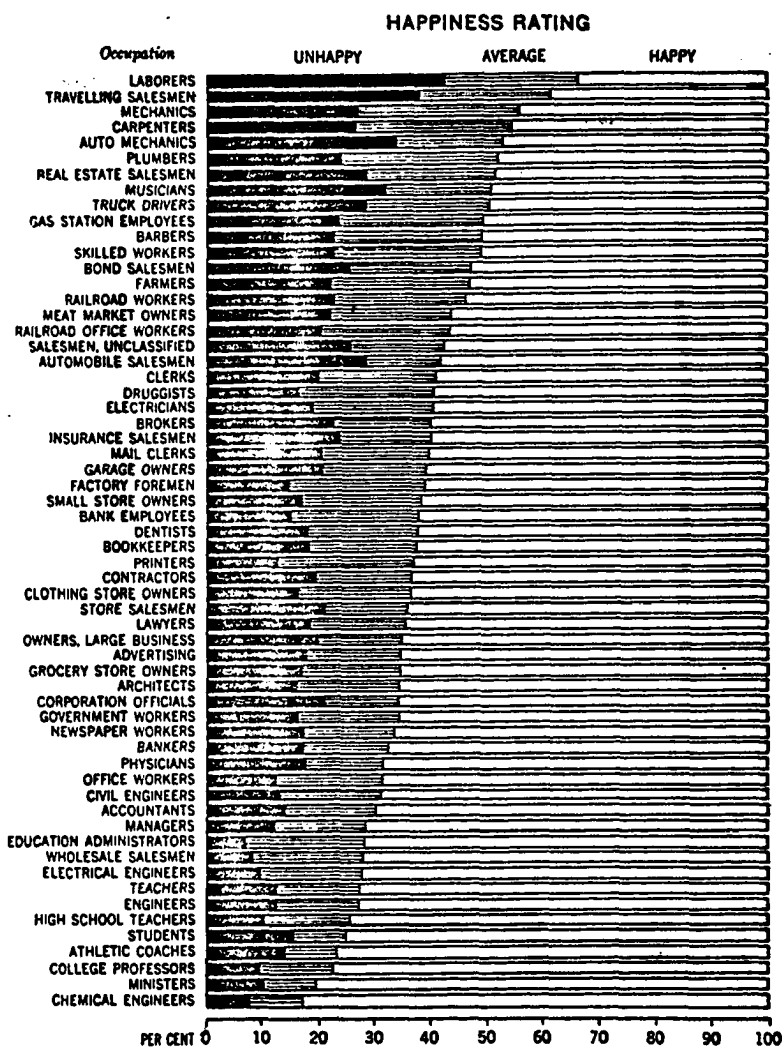


FIGURE 12

OCCUPATIONS OF 17,533 HUSBANDS AND HAPPINESS RATINGS BY FRIENDS AND ACQUAINTANCES⁵³

⁵²Ibid., p. 141.

⁵³Ibid., p. 140.

In the lower quartile we find the following occupations listed in order of lowest to highest percentages in the ratings for "very happy" and "happy" marriages:

laborer, traveling salesman, mechanic, carpenter, automobile mechanic, plumber, real-estate salesman, musician, truck driver, gas-station employee, barber, skilled worker, bond salesman, farmer, railroad worker, meat-market owner, and railroad-office worker.⁵⁴

The two occupations which here have the lowest in rating for happiness (unskilled laborer and traveling salesman) have probably the maximum degree both of mobility and absence of control by the community over the private conduct of its members. While in none of the occupations in the lowest quartile does the public exert any special control over the conduct of its members, "many such members are exceptionally free from community surveillance."⁵⁵

Nearly all of these occupations have associated with them a high degree of mobility. The outstanding exceptions are the occupations of farmer and meat-market owner--both near the upper ratings for happiness in this quartile. Representatives of the latter occupation are few in number and so their presence in the lower quartile may be due to pure chance. However, "the happiness ratings for farmer....are based on a relatively large group of farmers--1,230."⁵⁶ Why should farmers rate so low? Possibly because no distinction was made in the classification of mobility and tenants with a high degree of mobility of residence.⁵⁷

⁵⁴Ibid., pp. 141f.

⁵⁵Ibid.

⁵⁶Ibid., p. 142.

⁵⁷Ibid.

So, the theory that social control exerts a favorable, and mobility an unfavorable, effect upon marital happiness seems borne out by these findings. A closer study of Figure 12 indicates that factors other than these two must also be taken into consideration in comparing marital adjustments according to occupation.⁵⁸

The rating of certain occupations in the figure are not within the limits of this dissertation--for instance, the presence of different groups of salesmen in all four quartiles.⁵⁹

1945: Marital Happiness Not Dependent Upon Financial Status of Income. In the history of the study of the relationship of occupation to marriage it is significant to see it left off listings which summarized what was being found to be background factors in marital happiness. Lansing's work on the relationship seemed quite convincing to this writer. However, by 1945, M.C. Elmer, sociologist, could say:

The various studies of marital happiness have quite generally eliminated certain factors as necessary to marital happiness. In this generation, which has access to more material things than probably any generation in the history of the world, it is interesting to note that practically all students of the subject indicate that marital happiness does not depend upon financial status or income. This point was quite generally agreed upon by Chase Going Woodhouse, Goodwin Watson, Jessie Bernard, E. W. Burgess, Leonard Cottrell, and Lewis M. Terman, all of whom made studies of success in marriage.⁶⁰

1951: "Occupational Status" and "Control by Community over

⁵⁸Ibid.

⁵⁹Ibid., p. 143.

⁶⁰M.C. Elmer, The Sociology of the Family (New York: Ginn, 1945), p. 263.

Occupation." No doubt the marital relationship did not turn up in Super's work for the reasons put forth by Harvey J. Locke in 1951. In his summary of conclusions by others, we find a difference between "occupational status" and "control by the community over the occupation"--as affecting marriage.⁶¹ The former is negatively related and the latter positively related. But in this context, the former must not be defined in terms of society. When it is, it will be found that "occupational status" is positively related to marital happiness or adjustment, even though Locke contends that there was no clear positive relationship in Lang's distribution of occupations according to marital happiness ratings. The reader is referred back to Lang's chart in Figure 12 to draw his own conclusion.

Economic Aspects and Social Status.

Economic Items Positively Associated with Marital Adjustment.

Among other facts, Burgess and Cottrell found that although marital adjustment was correlated with specific economic items, the importance of the economic item was negligible when other factors were held constant. But the importance of occupational status is to be seen when it is learned that marital adjustment is positively associated with high occupational status. This is shown in their rank order list of specific economic items:

1. An occupation with high status.
2. An occupation with little mobility and high community control.
3. Wife's gainful employment before marriage.

⁶¹Harvey J. Locke, Predicting Adjustment in Marriage (New York: Holt, 1951), pp. 269f.

4. Stability as measured by regularity of employment before marriage.
5. Economic security, as measured by a moderate monthly income coupled with some savings at the time of marriage.⁶²

Economic Items Based On More General Population. Locke broadened his sampling to include divorced persons in order to obtain a more accurate cross sample of the general public. He claims that his sample "is much more representative of the general population than the samples of other studies."⁶³

Certain economic items were found to be unrelated to marital adjustment or maladjustment in Locke's study--three of which are of some interest here: occupations of fathers, occupations of men at the time of marriage (different from an earlier contention in this paper), and the gainful employment of the wife outside the home.⁶⁴

Locke came up with fifteen economic items positively relevant to our persistent question:

1. The wife not being a "service worker" at the time of marriage.
2. Professional or semi-professional positions during marriage. Also, for women, clerical and sales work.
3. The wife not being engaged in "domestic" work during marriage.
4. The regularity of employment of the husband.
5. The feeling by women that the husband's efforts to provide were satisfactory or very satisfactory.
6. The feeling that the income of the family was adequate to meet the needs of the family.
7. The husband's approval of the wife's working.⁶⁵

⁶²Burgess, op. cit., pp. 135-58, cited by Locke, op. cit., p. 270.

⁶³Ibid., p. 274.

⁶⁴Ibid., p. 296f.

⁶⁵Ibid., p. 297.

Nancy Morse concluded from her 1953 research among white-collar workers that the difference between men and women in their financial and job status satisfactions is consistent with the hypothesis that men have a stronger need for high salaries and status than women--though evidence does not truly confirm it--since men also tend to be older and have more years of service in a company.⁶⁶

She was persuaded that employees who support themselves and others show less satisfaction with salary and job status than those who support themselves alone. She explained, "The degree of need for money is certainly of great importance in determining the individual's resultant level of satisfaction with the pay he receives."⁶⁷

Miss Morse elaborated on this, saying that the relationship between marital status (married or single) and financial and job status suggests that the need for money and status is greater among the married than the single, particularly since the married employees generally have jobs with higher salaries and status than the unmarried.⁶⁸

1960: Economic Necessity Related to Differential Marital Satisfaction. In 1960 Robert Blood and Donald White showed that the average marital satisfaction scores of working and non-working wives were similar (4.68 and 4.72), which confirmed Locke's 1951 findings which showed no difference in the proportion of happily married and divorcing wives

⁶⁶Nancy C. Morse, Satisfactions in the White Collar Job (Ann Arbor: University of Michigan, Survey Research Center, 1953), p. 72.

⁶⁷Ibid.

⁶⁸Ibid., pp. 72f.

who were employed.⁶⁹

We mentioned earlier that it had been shown that while the wives might be as happy or happier working, the majority of the husbands were not.⁷⁰ Blood and White sense this by saying:

Yet the preceding analyses of factors impelling wives to go to work suggests that marital relationships are likely to be somehow affected despite this over-all similarity. What is needed is a more complex analysis which will take the motivating factor of economic pressure into consideration.⁷¹

When economic necessity is related to the wife's employment status, a pattern of differential marital satisfaction emerges. Also, two contrasting categories of wives turn out to be equally satisfied with their marriages: 1) working wives of low-income husbands, and 2) non-working wives of high-income husbands. The remaining wives on the average are somewhat less satisfied.⁷² Why?

Blood and White say the reason for this lies in the difference in the gains and losses from working at these two income levels. They say that when the husband's income is below average, the wife's earnings make a big difference in the family's ability to gain its desired standard of living. It seems that the wife's working is desirable, both to the wife and to her husband, who rewards her with understanding and appreciation. Her work strengthens the marriage bonds. If she were to stay home when finances are tight, there is usually an economic strain on the family which would increasedissatisfaction with the hus-

⁶⁹Robert O. Blood, Jr., and Donald M. White, Husbands and Wives (Glencoe, Ill.: Free Press, 1960), p. 101.

⁷⁰Ibid., pp. 136ff.

⁷¹Ibid.

⁷²Ibid.

band, impairing the marriage relationship.⁷³

As the husband's income rises, the wife's becomes less useful. In time a point of diminishing returns is reached, where what she adds to the standard of living is more than offset by the loss of her services in the home. It is soon noticed by the husband that her work is "unnecessary". And having already resented the fact of extra home work being placed on his shoulders, and the loss of attention from his "worn out" working wife, the husband may begin to wonder why she still works when it is no longer necessary. He may even give her the word about staying home! But, as Blood and Wolfe put it, "the wife may be working because she is dissatisfied with her husband. Feeling her marriage has let her down, she turns to the world of work in search of the satisfactions everybody needs in life."⁷⁴

1949-1964: Correlation of .91 Between An Individual's Social Status and His Occupation. This was covered in chapter V based on Victor Vroom's contemporary work.⁷⁵ When marriage is part of social status the relevance of this correlation becomes evident.

1965: No Consistent Connection Between Wife's Employment and Adjustment. The work of Mudd, Mitchell, and Taubin, (1965), Success In Family Living, has turned up some pertinent statistics on "Working Wives and their Husbands", which is, after all, part of the occupational

⁷³Ibid., pp. 101f.

⁷⁴Ibid., p. 102.

⁷⁵See pp. 78f above; Victor H. Vroom, Work and Motivation (New York: Wiley, 1964), p. 40.

and marital satisfaction question.

They ask, "Are the combined roles of working woman and wife compatible with a good marital relationship?"⁷⁶ In order to find out they obtained information from F. Ivan Nyes' "Marital Interaction"⁷⁷-- a product of a comprehensive project studying maternal employment and family life. In that report there was found no consistent connection between the wife's employment and marital adjustment.

From data on 60 families (indicated in Table VII) considered successful by their communities, 50 per cent of the women worked.⁷⁹ It is strange that we so easily overlook the fact that housewives also work. Indeed, that may be why many seek work outside the home--easier work which brings in tangible satisfaction from being noticed when "dressing up" to go to work--to be seen and recognized, "stroked" we might say; they probably get little of it at home!

Thirty-seven per cent of the same women say they work for financial reasons--some calling it necessity, or an improvement of living standard, college expenses, or other financial motives. The other 63 per cent work for personal satisfaction! The husbands see their wives' reasons a bit differently as seen from Table VII, where it can be seen that 48 per cent say their wives work for practical reasons, and

⁷⁶Emily H. Mudd, et.al., Success in Family Living (New York: Association Press, 1965), p. 51.

⁷⁷F. Ivan Nyes, "Marital Interaction," The Employed Mother In America (Chicago: Rand McNally, 1963), Ch. 19.

⁷⁸Ibid.

⁷⁹Mudd, op. cit.

52 per cent view it as personal satisfaction. That satisfaction may be to meet the needs of someone else. For instance, one wife says that her greatest satisfaction is knowing that her boys are getting a good education. Many husbands worry about the fatigue and strain on their wives, but she may be no more exhausted than when she was tripping all over the children at home, or had lost consistently at her bridge club.⁸⁰ Even though the majority of married women and their spouses still find adequate satisfaction in the wife's occupation as a wife and mother,

increased self-respect, professional achievement, satisfying relationships with colleagues, and economic benefits are for many other women and for their husbands adequate compensations for the additional expenditures of energy and complicated time schedules.⁸¹

When asking the husbands and wives in the study, "What is the greatest satisfaction for the wife in working?"--a husband observed, "My wife's greatest satisfaction is using her talents to help others." His wife simply says, "It is being around young people, helping them learn, expressing myself." Another husband said, "...doing something creative to help the community." His wife's version was, "My greatest satisfaction is being able to express my own ideas and personality and to participate in problem solving." Another couple responded--Husband: "I think knowing she is helping me." Wife: "I do our routine office work to release him for more profitable activities." Sometimes the responses were symptomatic of the marital conflict, or simply revealed a disagreement over the wife working--Husband: "She's happier to a

⁸⁰Ibid., pp. 52ff.

⁸¹Ibid., p. 53.

certain extent--she's trying to fill all her needs (she thinks)."

Wife: "...expressing creative talents and helping other people."⁸²

TABLE VII

FACTS ABOUT EMPLOYMENT OF WIFE AS REPORTED BY HUSBANDS
AND WIVES IN THE WORKING-WIFE FAMILIES⁸³

<u>Reason for Wife's Working</u>	<u>Husbands</u>	<u>Wives</u>
Necessities	3%	10%
To improve standard of living	17	7
Personal satisfaction	52	63
College expenses	24	13
Other financial reasons	<u>4</u>	<u>7</u>
Per cent of families involved	100%	100%
 <u>Wife's Greatest Satisfaction in Working</u>		
Personal Satisfaction	48%	54%
Benefits to family	24	27
Benefits to community	14	13
Benefits to husband	4	3
Extra Money	7	3
Other	<u>3</u>	<u>0</u>
Per cent of families involved	100%	100%

⁸²Ibid., p. 53ff.

⁸³Ibid., p. 52, using only two of five categories.

Summary.

We moved from the primitive relationship of occupation and marriage, through the Genesis type, and into the ambivalent relationship of work as reality and marriage as pleasure. Relationships deduced from tests revealed the reality of occupational propinquity, jealousy of the job, wife's economic dependency and marital happiness, and ranking of occupations, and incomes by per cent of marital happiness. Male dominance was related to high occupations, and professional occupations ranked highest.

From Lang, Burgess and Cottrell it has been established that at least "social control" exerts a favorable effect upon marital happiness, while occupational mobility causes an unfavorable effect.

Economic items associated with marital happiness were learned from research and listed with "an occupation with high status" at the top of the list. Men seem to need status more than women as far as job satisfaction is concerned. Both husbands and wives list "personal satisfaction" as the most important reason for wives to work. Social status has a .91 correlation with occupation. When marriage is considered part of social status the correlation is highly relevant to the substantive issue. So, for wives it seems that just having the opportunity to be expressive through work in the world is sufficiently satisfying. But probably the reason why the work is enjoyable by itself is also, and more so, because of the confirmations of worthwhile identity it gives.

CHAPTER VII

CONCLUSION---

A MUTUAL SATISFACTION SOUGHT:

CONFIRMATION OF WORTHFUL IDENTITY--PLUS

A Review

The scope of this study has been laid out in the Introduction. In Chapter II "Work and Service as Means to Satisfaction Affecting Marriage" were considered. Ambivalence to work and reality exists and work is to be understood as both a means and as an end to satisfactions. Its effect on marriage is crucial in terms of the attitude one develops toward work. Service has been considered to be a doing of what others cannot do but which they need to have done for them. It requires that narcissistic selfishness be overcome as is required in marriage, if higher levels of satisfaction are to be had. Awareness of who one is and what cultural context one lives in is essential to synthesizing satisfaction in work, service, and marriage. What is needed for this fast changing age is a "flexible" vocational commitment. That will be necessary for identity, both in marriage roles and in work groups. An identification with others can be the avenue of higher satisfaction both on the job and in the marriage. Such an identification can be of mutual satisfaction and bring confirmation of self worth as a by-product. Appropriate service in marriage and work can bring about the worthwhile identity we all need.

In Chapter III there was a consideration of "Satisfaction Determ-

nants of Occupational Choice and Vocational Maturity". The idea of person-oriented interests and non-person-oriented interests was presented to facilitate understanding how couples might have common goals for marriage and work and not realize that they came from mutual basic interests. The force of unconscious desires was presented with the consideration that there is much that is good in the unconscious as well as much that is not. In seeking satisfaction in occupation or marriage the unconscious is to be reckoned with--especially in relation to choice of job and spouse. Freedom is available and necessary for emotional growth--and vocational maturity, but it is hard for a person to grow beyond his own self-concept. Self-concepts and several stages of vocational maturity have been offered as a framework by which to classify and better understand certain marriage problem cases.

Before going into those cases it has been relevant to deal with "Job Satisfaction and Factors Leading to Immediate Family Influences and Social Status." So Chapter IV begins with a consideration of theories of worker motivation pertinent to the factor of status in particular. It was brought out that relationships have a lot to do with whether one will have any status at all. Money was found to be still very much a factor in job satisfaction, and it is suggested that it be a major means to status. Job satisfaction itself is found to be a dichotomous variable, being both dependent and independent under appropriate conditions. The important finding of high correlation between job satisfaction and general satisfaction, family, and sex was revealed in the chapter. The immediate family has recently been proven to have much effect on attitude toward work with a consequential effect on job

satisfaction. Attitudes of satisfaction in the marriage affect eventually the ability to be satisfied on or with one's job. Finally in that chapter, social status was shown to be highly correlated with occupational and off-the-job responses--which is very supportive of the conclusion in this chapter.

"The Inter-Relatedness of Occupational Roles", Chapter V, contains much of this writer's contribution toward understanding graphically the overlapping roles in marriage and job. The power factor in marriage was shown to carry over into one's job and vice versa. Role-sets in both areas of living were discussed and applied to several marriage counseling cases which were able to be classified according to the vocational maturity sequence list, a marriage maturity table, and three kinds of symbolic drawings of what seemed to be going on in each case. The three drawings were arranged in figures called "Role-Set Overlap Analysis Plans", containing "Role-Set Communication Chain with Job Overlap", "Family Role-Set Transaction", and "Occupational and Marital Role Overlap Transaction." All the cases were chosen not only because of the occupational factor, but also because they illustrate the apparent prevalence of status seeking in contemporary southern California--mid 60's. To this writer, status seeking is a way of seeking for confirmations of worthwhile identity. The heart of the dissertation was presented in Chapter VI, "Relating Occupation to Marital Satisfaction," though individual case evidence presented in Chapter V had revealed a direct relationship between occupational and marital satisfactions. The cases presented were typical examples, but as to proving a general relationship from them, the lack of adequate tests by

which to measure them has been admitted.

The types of relationships between occupation and marriage were arranged chronologically to give a needed perspective on an ancient and continuing aspect of the relationship, namely that of ambivalence. The ambivalence is characterized by the association of men, work, and painful reality at one pole, and woman, pleasure and fantasy at the other. In lumping together, it is suggested that work seems to represent the pain of reality and marriage the pleasurable side of existence. That seems to be a gross oversimplification and yet it could be a way to see much of what has been happening. The thrust of this dissertation is toward pleasure being found or created and drawn out of each. Too often the truth is that marriage is work and the job is, in comparison, a pleasurable compensation! In either case something is wrong. There are too many cases of enjoyment in work and marriage to conclude that it was foreordained for some to enjoy both and some not to enjoy either. The purpose of life seems more to reveal that enjoyment of it is intended--and intended in terms of learning what is allowable in light of what others enjoy. Thus, the relationship of husband and wife is tied up with whether either or both enjoy their work role. The relationships deduced from tests and statistical analyses are drawn upon selectively in the coming presentation of evidence, proving the proposition of this dissertation.

Proposition Revised and Application Limited

We have come to a plateau in a pyramid of information and evidence which has been building up toward an apex. Evidence does not

allow moving beyond this plateau as far as generalizations are concerned. The substantive question remains partially answered, for there does not seem to be any research (except specific counseling cases) which has sought to ask the specific question: Is there any relationship between occupational satisfaction and marital satisfaction, and if so, what are the factors which make up that relationship? However, there is evidence to relate occupational level and type with marital happiness. It is this paper's claim that the factor which relates these two constants is a mutual satisfaction found in expressing self worth and in seeking confirmations of worthwhile identity.

In the Introduction the limitations of this inquiry were admitted, and it was proposed that for certain subcultures during certain periods of time and for most married persons consulted, occupational and marital satisfactions are related significantly and positively through efforts to express self worth and through a seeking of confirmations of worthwhile identity. A corollary of the proposition is that occupational and marital satisfaction are related negatively and inconsistently through occupational mobility. The proposition can be proven for specific cases, but not for the populations referred to in the research called upon in this dissertation. To generalize the application of the hypothesis would be to unwarrantedly assume that the persons tested were satisfied with their present occupations and occupational levels. Quite often employees and married couples seek an occupational level and marital relationship that will both express their felt self and confirm it to the extent that they know who and what they are to the world. The active side of identity is the expression of self

worth. The passive side is society's acceptance of that expression--thus completing the process of identity through a confirmation of it. That implies that married couples are mutually interested in expressing their self worth with the hope that society will give them a worthwhile identity through some respected social status--one obtained through occupation and marriage.

A research specialist cautions us against too broad an application of the drive for status with these words: "...Most employees want to improve their status in the community," but "many employees do not desire to improve status."¹ The latter may want simply to continue in the status they have, and to do it where they are in the community which they know already knows who they are. This is to say that dissatisfaction with job mobility is due to the fact that "retaining one's residence" and all that implies is a satisfaction sought. This leads to a refinement of the original proposition. It should be evident by now that there has been no published results of a simultaneous testing for job satisfaction and marital satisfaction.

There have been tests which reveal job satisfaction as related to general satisfaction and immediate family situation. That implies a comparison of satisfactions, but that is all.

Marital satisfaction has been related more closely to occupational satisfaction through comparison with occupational type and level. And since the marriage counseling cases were not qualified by a stand-

¹Gerald H. Graham, "Job Satisfaction," Personnel Psychology, XLV:9 (1966), pp. 544-547.

ard test of job satisfaction, there is not solid evidence to support the direct relationship implied in the proposition of this dissertation.

However, with the above facts considered, and with the mobility factor put in positive terms, the revised proposition and corollary would become this hypothesis:

Occupational type and level are related to marital satisfaction positively and significantly through efforts to express self worth and through receiving confirmations of worthwhile identity plus lesser factors, and through desire to retain residence and relationships with the confirming community.

The mobility issue will be dealt with as it is presented along with new and already revealed evidence supportive of the hypothesis.

Evidence in Support of the Hypothesis.

- A. Job Satisfaction and General Satisfaction have been shown to have a very high degree of correlation--.39. For married people it is reasonable to conclude marital satisfaction is the most important factor in general satisfaction.²
- B. Mutual Satisfaction was found with Occupational Levels for Men and Women in Same Factory who Married Later.³
- C. Probability of Marital Satisfaction Related to Occupational Level as 3 is to 4. This is from Hamilton and MacGowan's 1929 comparison of occupations, incomes, and per cent of marital happiness. They found that marital happiness increased with income for three categories of work while it did not for the professional category. That makes the ratio of probability of marital satisfaction being related to occupational income level (an American hallmark of

²Joseph A. Weitz, "A Neglected Study of Job Satisfaction," Personnel Psychology, V, (1952), 201-205; see p. 72 above, for other authorities also cited. (He uses correlation rating in terms of 10=100%; thus 3.9).

³Donald M. Marvin, Occupational Propinquity as a Factor in Marriage Selection (Cambridge, Mass.: American Statistical Association, 1918), p. 131; see p. 116 above.

status) 3:4.⁴

D. Occupations Ranked by Per Cent of Marital Happiness Reveal Positive Relationship to Degree of Socially Controlled Occupation and Negative Relationship to Occupational Mobility. The unpublished work of Richard O. Lang in 1932 turned out to be the key evidence in support of the conclusion and those of Burgess and Cottrell who have been the authorities in this field of research.⁵ Lang's work was evidently not known by Terman, et. al. (1938) when they denied any "certain relationship between marital happiness and occupational status,"⁶ and they felt Hamilton and MacGowan's population groups were much too small.⁷ Neither had C. Kirkpatrick (1937) been informed of Lang's valuable manuscript gathering dust on the shelves of the library at the University of Chicago.⁸ But Ernest W. Burgess of the University of Chicago was aware of it, and so, with the aid of Leonard S. Cottrell, Jr., of Cornell University, they included in their classic work, Predicting Success or Failure in Marriage (1939), overwhelming evidence from Lang's work to verify their two hypotheses:

1. The greater the control exercised by society over the conduct of the person in a given occupation, the higher is the association of that occupation with good adjustment in marriage.
2. The greater the personal mobility required by the occupation, the lower is the association of that occupation with good adjustment in marriage.⁹

Lang's study covered 17,533 couples working in 60 occupations, and the per cent of marital happiness was rated by friends and acquaint-

⁴G. V. Hamilton and Kenneth MacGowan, What's Wrong with Marriage? (New York: Boni, 1939), pp. 31f, 86. See p. 119 above.

⁵Richard O. Lang, "A Study of the Degree of Happiness or Unhappiness in Marriage." Unpublished M.A. thesis, University of Chicago, 1932, cited by E.W. Burgess and L.S. Cottrell, Predicting Success or Failure in Marriage (New York: Prentice-Hall, 1939), pp. 139-146.

⁶Lewis M. Terman, et al., Psychological Factors in Marital Happiness (New York: McGraw-Hill Book, 1938), pp. 168f.

⁷Ibid., p. 169 citing Hamilton, op. cit.

⁸Lang, op. cit.

⁹Burgess, op. cit., p. 137.

tances of the couples! Further, the ratings were compared with those of the husbands and wives and the results were a .9 correlation! Lang's findings were arranged so that occupations became ranked by the per cent of marital happiness beginning with chemists at the bottom of the list as shown in Figure 12.

Burgess and Cottrell applied findings from their own 526 couples which were grouped in six broad categories of occupations compared with Lang's sixty different occupations!¹⁰

All the occupations but teaching, small trades, and skilled work, had too few numbers of cases in order to indicate significant differences. But the three mentioned were checked out to the extent of being highly significant! All they needed was confirmation concerning other occupational groupings. They derived that from Lang's comprehensive research. Even before they referred to Lang they concluded from their data that the probability of a high relationship between occupation and adjustment in marriage exists.

For the purpose of Burgess and Cottrell and this writer, Lang's use of happiness duplicates this paper's use of adjustment and satisfaction. The terms are semantically relative to however the individual interprets them.

When Burgess and Cottrell finished with their full presentation they were able to say,

These facts are in correspondence with the theory of the direct relation of social control and the inverse relation of mobility of occupation to marital happiness.¹¹

¹⁰Ibid., pp. 137f.

¹¹Ibid., p. 141.

So social control of occupational function exerts a favorable influence, and occupational mobility an unfavorable influence on marital happiness.

Under their first hypothesis is evidence from Zelenzik, et. al. Their theory of "social certitude" is one aspect of Burgess and Cottrell's "social control," and the factor of status in both terms sufficiently warrants using status as a partial synonym for them. This leads to social certitude supporting the above hypothesis too, because it takes into account the degree to which a member's social status occupies the same position in all his social status factors. According to this theory, the more well established a member's social status is, the more he will enjoy the external condition of social certitude and thus the more secure he will be in his relation to others.¹²

Social studies are revealing how social classes in American communities have determined values, goals, and aspirations. Snyg cites an example of this from the early 30's when in "Yankee City" the upper class believed in heredity and manners as determinants of worth and status. They wanted money as a means of living "properly" in the family house surrounded by symbols of their family position in the community.¹³ The middle class believed in the power of money and education and wanted both in order to gain higher status. Twenty-five

¹²A. Zelenzik, et. al., The Motivation, Productivity, and Satisfaction of Workers (Boston: Harvard University, 1958), p. 75.

¹³Donald Snyg, "The Psychological Basis of Human Values," in Goals of Economic Life (New York: Harper & Brothers, 1953), p. 344, from W.L. Warner, The Social System of a Modern Community (New Haven: Yale University Press, 1941).

per cent of that city's population was lower-lower class who cared little for education and looked on money as something to be spent for immediate satisfactions.

The status issue will be discussed in depth along with a similar treatment of mobility, but there are two "plus" factors in the substantive relationship which are both economic ones. Neither has the degree of validity which status and mobility have. Nevertheless, they are sufficiently valid to be used as evidence in support of the hypothesis.

E. Correlation of .39 Between Individual Status and Occupation Confirmed by many authorities since 1949 and 1964.¹⁴

F. Need for high salaries and status was found to be greater for married employees than single ones--and greater for male than female employees. The married were less satisfied with salary and job status.¹⁵

G. Plus Factors of Less Validity.

1. Degree of Certainty of Income.

Burgess and Cottrell certainly admit that factors other than social control and mobility influence the relationship between marital happiness and occupation.¹⁶ In general these will be referred to as "plus" factors, though only two of these factors are significantly related to occupational and marital satisfactions. One is the degree of certainty of income as presented in an abstract of Burgess and Cot-

¹⁴Victor H. Vroom, Work and Motivation (New York: Wiley, 1964), citing W L. Warner, et al., Social Class in America (Chicago: Science Research Associates, 1949).

¹⁵Nancy C. Morse, Satisfaction in the White Collar Job (Ann Arbor: University of Michigan, Survey Research Center, 1953), p. 72f.

¹⁶Burgess, op. cit., p. 142.

trell's analysis of the economic status of the same population presented by Lang (Figure 12).

The low-income occupations are definitely concentrated in the lowest quartile of the marital-happiness ratings. The highest-income occupations, however, such as owner of large business, corporation official, and banker are not in the highest quartile but in the upper middle quartile. The more remunerative professions such as medicine, law, and dentistry are also in the upper middle quartile. The tentative conclusion, then, is that while there appears to be a relation between economic status and marital happiness, it is probably not so direct and so decisive as a low degree of community control over the population. In fact, there is some evidence in the distribution to indicate that it is not the amount of income but its degree of certainty which is related to marital happiness. In the lower middle quartile, for example, are found brokers and garage owners with relatively high incomes. Most of the occupations in the highest quartile for marital happiness are the small salary incomes derived from ownership of business or from fees for services--incomes from occupations that fall into the two middle quartiles.¹⁷

It is true, as M C. Elmer says, that it is interesting to note that practically all students of the subject indicate that marital happiness does not depend on financial status or income.¹⁸ But he reminds his readers that this is the most materially satisfied generation ever--so that by implication Americans may have enough of what they want. (Yet many Americans, of course, do not! The money motive for them is quite a factor, yet it is not as strong a one as those factors which would lead to an increased sense of self worth in the eyes of one's acquaintances.)

It is for Locke's reasons that "status" is useable in place of "social control." "Status" implies that economic status is included

¹⁷Ibid., p. 143.

¹⁸M.C. Elmer, The Sociology of the Family (New York: Ginn, 1945), p. 263.

under it. It may be remembered that Locke claims Lang's distribution of occupations according to marital-happiness ratings gave no clear-cut relationship between marital adjustment and community control or lack of mobility.¹⁹ Nevertheless, Burgess and Cottrell gave fair treatment to the subject.²⁰

Locke did come up with his own list of economic factors "positively associated with marital adjustment" and some of those are definite status factors in themselves. He ends up supporting Lang, Burgess and Cottrell, perhaps without realizing it.²¹

From Brayfield, Wells, and Strates (1957) it was learned that women were more satisfied with the "prestige" that their jobs brought them in the eyes of their friends than they were with pay.²² For most men, their jobs come first, and that means "status" is more sought by men employees, according to Nancy Morse (mentioned in a previous chapter).²³

2. Economic Necessity Related to Wife's Employment Status. In 1960 Blood and White were able to claim that when economic necessity is related to the wife's employment status, a pattern of differential marital satisfaction emerges.²⁴

H. Cases Revealing substantive Relationship. All the counseling cases

¹⁹ Harvey J. Locke, Predicting Adjustment in Marriage (New York: Holt, 1951), pp. 269f.

²⁰Burgess, op. cit., pp. 139-142. ²¹Locke, op. cit., p. 297.

²²Brayfield, et. al., "Interrelationships Among Measures of Job Satisfaction and General Satisfaction," Journal of Applied Psychology, XLI (1957), 204.

²³Nancy C. Morse and R.S. Weiss, "The Function and Meaning of Work on the Job," American Sociological Review, XX (1955), 191-198.

²⁴Robert O. Blood, Jr., and Donald M. White, Husbands and Wives (Glencoe, Ill.: Free Press, 1960).

described in Chapter V are offered as evidence.

Discussion of Mobility and Desire to Retain Residence.

The Desire to Retain Residence and Relationships with One's Significant Community. The desire to retain residence is less related to occupational and marital happiness, because this generation has its own way of subordinating it in its pursuit of status. It is a strong drive in itself though, and it is not just a reaction to the inconvenience of moving. Contemporary personnel journals mention the factor of retaining one's home as looming fairly large in the job satisfaction situation. In light of Burgess, Cottrell, and Lang, it seems that the right and desire to retain one's residence is almost assumed.

Of course, there are those marriages which thrive on occupational mobility. However, most couples by the time they have children seek roots in a community. Paul Tournier, M.D., psychiatrist, says that all the disturbed people who come to him have dreams in which they are always on the move--having no home, no roots, whereby they can absorb the values of a community.²⁵

Why Mobility Does Not Now Seem to Affect Marital Happiness.

This generation seems to be oblivious to the negative effects of occupational mobility. It is almost a truism nowadays that one out of every five families moves each year, or, the average family moves every five years.

²⁵Paul Tournier, Lecture, (Hollywood, Calif.: First Presbyterian Church, 1965).

In this generation, industry has made job status so attractive that couples are willing to pay the price of mobility which has been increasingly a job requirement since the days of Burgess and Cottrell. In The Organization Man, William H. Whyte, Jr., expresses this neatly when he describes "corporation transfer policy":

When the recruit joins up he does not do so because he wants to move a lot, and it is often in spite of it. But moving, he knows, has become part of the bargain, and unsettling as transfers might be, even more unsettling are the implications of not being asked to transfer. 'We never plan to transfer,' as one company president explains a bit dryly, 'and we never make a man move. Of course, he kills his career if he doesn't. But we never make him do it.' The fact is well understood, it is with a smile that the recruit moves--and keeps moving--year after year, until, perhaps, that distant day when he is summoned back to Rome.²⁶

In the Methodist Church, a minister's willingness to be mobile has been long a standard for being a proper person for the job. But probably more in this generation than in past ones, the ministerial motivation for willingness to be mobile is "to seek higher status," or perhaps to escape unpleasant conditions. The assumption is mostly that one "gets ahead" by moving. The assumption is also that the minister and the churches "grow" or profit by a "ministerial move"--rather than by changes within the internal structure of a local congregation.

The value of growing in deep relationship with the same human beings is giving way to finding such values in shorter periods of time--by intelligently guided processes! And yet the ministerial move pro-

²⁶William H. Whyte, Jr., The Organization Man (Garden City, N.Y.: Doubleday, 1956), pp. 303f.

vides an opportunity to build a new and more valuable image in a different community, which can provide a higher level of status than the minister knew before.²⁷

It can also be argued that a healthy marriage can withstand the undoing of outside relationships. Thus, the anxiety of separation from community relationships may be overcome by a satisfaction-filled marriage, especially one which has a common goal of "higher status" in one's own eyes as well as in the eyes of any new community. In the new community the couple can express their self worth and hope for confirmations of worthful identity.

Why Mobility May Nevertheless Affect Marital Satisfaction--Negatively. Erik Erikson says it is the community which gives a person his final identity through confirmation. He means the community which one is related to significantly--whether it be nationally through a professional organization or locally through one's church.²⁸

Nevertheless, ties with the local community still have a strong hold on many couples. It is for these couples that mobility poses a major threat and is productive of considerable marital dissatisfaction, as Burgess and Cottrell concluded.

Other couples may also be affected by such a threat even though they do not complain about it. Or they may not even be aware of it.

²⁷This idea from a Methodist layman, Mr. Ed. K. Waters.

²⁸Erik H. Erikson, Identity and the Life Cycle (New York: International Universities Press, 1959), pp. 188-121.

This suppression and repression of feeling the anxiety of separation from one's meaningful community can exist. Could it be a major explanation for the increasing degree of neuroses reported in our country?

In Freud's view "anxiety is an awareness of a threat; and dynamically speaking, the threat is equivalent to a threat of separation from the loved object."²⁹

From another view the anxiety produced from occupational mobility may be caught from a beautiful French proverb: "Partir, c'est mourir un peu," which literally means: "Taking leave is dying a little."³⁰

²⁹ Sigmund Freud, The Problem of Anxiety (New York: Norton, 1936). (This work was the title of the first American edition and is identified with "Inhibitions, Symptoms and Anxiety," Standard Edition of the Complete Psychological Works of Sigmund Freud, general ed. and trans. James Strachey (24 vols. New York: Macmillan, 1961). Both cited by Fred Berthold, Jr., "Anxious Longing," in Positive Aspects of Anxiety (New York: Abingdon Press, 1963), p. 72.

³⁰ Cited by Paul W. Pruyser, "Anxiety: Effect on Cognitive State?" in Positive Aspects of Anxiety (New York: Abingdon Press, 1963) p. 138.

CHAPTER VIII

STATUS AS CONFIRMATION OF WORTHFUL IDENTITY

--AND THE FEMININE FACTOR

Beyond the foregoing research, this chapter explains why status looms so large as the most common satisfaction sought in work and marriage. The capsule explanation is that status is confirmation of worthful identity.

This chapter discusses status seeking and problems associated with that drive. Issue is taken with Donald Snyg's insatiability of man's desire for increased self worth. The need for stimuli external to a person's psyche is claimed as necessary to overcome the fear of seeking higher status. A conservative interpretation of man's desire for more self worth is offered. That is, most people want to repeat an experience which has been satisfying.

The second part of this closing chapter is primarily a presentation of Vance Packard's facts about the status seeking wife and contemporary management's awareness of the value of a "good" wife. Her involvement with the problem of automation and cybernetics exists too, and she may offer the major solutions to the problem. Both she and the husband can find a solution through upgrading their marriage.

On Increasing Self Worth

Status Seeking, Increasing Self Worth, and Confirmation of Worthful Identity. Vance Packard says that our class lines are subtle,

and that status demarcations in America are becoming more obvious and rigid.¹ The lines may be seen in the symbolic objects commercialized all around us--our cars, church, where we went to school, choice of words, paintings on the wall, and political party.² Our occupational rank looms high as a powerful factor in fixing our status in the public's mind. Packard identifies six bases for assigning prestige to an occupation: 1) importance of task, 2) authority and responsibility inherent in the job, 3) knowledge required, 4) the brains required, 5) dignity of the job, 6) financial rewards.³ He says a fast rising status system is here with rigid limits being set.⁴ This has a lot to do with the question which this whole dissertation is asking. Rather than using a lot of charts and without going into the scientific correlations of occupational satisfaction with marital satisfaction, Packard presents evidence which strongly supports the hypothesis of this dissertation.

What he says comes close to Donald Snyg's idea that man's basic need is to have a sense of increasing self worth in his own eyes and in the eyes of others.⁵ Yet Packard is closer to the contention in this paper that a basic psychological need of people is to express their feelings of self worth and to have them confirmed by others. Toward this end both occupation and marriage may be moving rapidly in the

¹Vance Packard, The Status Seekers (New York: McKay, 1959), jacket, pp. 93f.

²Ibid.

³Ibid., p. 93.

⁴Ibid., cover.

⁵Donald Snyg, "The Psychological Basis of Human Value", in Goals of Economic Life (New York: Harper & Brothers, 1953), p. 355.

United States. It is possible in the United States because here the individual has many opportunities to grow beyond a low and static stage of self worth, which--contrary to Snyg, individuals can get used to.⁶

External Stimuli Needed. Keynsey saw in economics that it is possible to have a balanced economy at a low level of production as well as at a high level--and that the consequences breed a status quoism.⁷ Likewise the human psyche can get used to a low level satisfaction of needs, because the needs are only felt on a low level. Something has to stimulate the psyche to want life at a higher level which will involve feeling that which is needed to get there.

But whether a person has been stimulated by the message of a religion which says that he is of eternal worth--and that God wants him to grow in that worth, or by modern advertising which says, "You owe it to yourself to--", or from a political philosophy which says, "Each individual has the right to life, liberty, and the pursuit of happiness,"--it does seem that any one of such stimuli are needed to overcome an inertia which keeps the human being in a homeostatic condition of status quoism. Beyond the infant's narcissistic fantasy of being all important, most people need to be informed by external stimuli that they are valuable in contrast to the feeling they have when they experience that they are not the most important part of reality. Fur-

⁶Cf. Ibid.

⁷R.L. Heilbroner, The Worldly Philosophers (New York: Simon and Schuster, 1961), chapter 9.

ther, they in their growing into adulthood, need to be told by the world wherein they are valuable. They need to have their value "confirmed" as Erik Erikson puts it.

Acquiescence or Ambition? St. Paul said, "Every one should remain in the state in which he was called."⁸ The trouble with Paul's admonition is that it suppresses desires which are evidently already there and which are treated as covetous. History has shown that such desires can be repressed from consciousness, or can be conditioned out of a person so that he is satisfied with less! Depending on the purpose for a human being's getting along with less, such an experience may be for better or worse. For instance, Nancy C. Morse shows--

The pattern of findings presented so far on financial and job status suggests that the individuals who are well satisfied with their present and probable future pay and status differ quite markedly from those who are dissatisfied. They are at different stages of the life cycle and thus require different levels of pay and status for satisfaction. Do they also differ in the importance which they place on getting ahead? Perhaps those with aspirations for advancement are dissatisfied while those who do not have such aspirations are content. Each employee was asked: "What are your plans and ambitions now?" Table VIII indicates that there are no significant or strong tendencies for those high in satisfaction to have different plans and ambitions from those low in ambition.⁹

⁸I Corinthians 7:20.

⁹Nancy C. Morse, Satisfactions in the White Collar Job (Ann Arbor: University of Michigan, Survey Research Center, 1953), p. 73.

TABLE VIII
PRESENT PLANS AND AMBITIONS AS RELATED TO FINANCIAL AND JOB
STATUS SATISFACTION¹⁰

Type of aspiration	High	Medium	Low	Total	N
Further advancement in the company	33%	28%	39%	100%	206
Non-job aspiration (school, marriage, home, family)	23	42	35	100	232
No specific job aspiration ("work in company until retire," etc.)	19	37	44	100	140
Job outside	18	35	47	100	34
Not ascertained					<u>23</u>
				Total	635

Erik Erikson maintains that as far as ego identity is concerned, "it is never gained nor maintained once and for all."¹¹ That should support part of Snyg's contention about man's insatiable nature. Howard Becker and Anselm L. Strauss reveal more the movement from worth to higher worth as a control of adult identity. It is their conviction that there is a definite relation of change in identity to change in social position. And this is so, in their words, because "...it is characteristic of adult life to afford and force frequent and momentous passages from status to status."¹²

¹⁰Ibid.

¹¹Erik H. Erikson, Childhood and Society (New York: Norton, 1950), p. 57.

¹²Howard S. Becker and Anselm L. Strauss, "Careers, Personality and Adult Socialization," in Identity and Anxiety (Glencoe, Ill.: Free Press, 1960), p. 218.

People can be satisfied on different levels of social living, but if stimulated to see that they can and maybe ought to become more than they are (a form of stewardship), then they become relatively dissatisfied with where they are and so strive to move ahead. This is a sound basis for still having Christian missionaries. Such persons should in this day and age be trained to stimulate persons caught in the status quoisms of selfishness and selflessness. They should be able to move persons beyond the status quoism of occupational efficiency to an improvement in satisfactions found on the job and in marriage.

Repetition of Satisfaction and Increased Degrees of Satisfaction. Only partial agreement is given to Snyg and parts of the Bible which both say that the wants of man are insatiable.¹³ It may be that the more one's infantile wishes remain in him, the more he will have insatiable desires. But there are persons mature enough in each generation who become satisfied with some levels of marital relationship and job performance. Their sin might be simply to seek more and more and more, as if they were ungrateful children, never satisfied with enough toys. Now that tendency in man is what Snyg may imply when he says:

Since the future is uncertain and unknown, no enhancement of the individual's experience of personal value, no degree of self-actualization, is enough. "Human beings are by nature, insatiable"...¹⁴

But neither by the pessimism of the writer of Ecclesiastes who says, "the eye is not satisfied with seeing,"¹⁵ nor by Professor Snyg's

¹³Ecclesiastes 1:8, 4:8, 5:10.

¹⁴Snyg, op. cit., p. 355.

¹⁵Ecclesiastes 1:8.

generalization, is it proven that man is by nature insatiable. Man can be conditioned to be that way, and he can be tempted to be that way for wrong reasons. Agreeing with Snyg, it is not always wrong for a person to feel, during a period of life, the insatiable desire "to get ahead." The goal of self fulfilment may be the impetus needed to move a man out of immature accomplishments and stewardship to a higher level of worth. One would hope that such status seeking would be tempered with a healthy measure of humility and be influenced by a realistic self-concept. His self-concept should help him "fit-in-the-world" where society's needs and his talents meet in that "harmony with the universe" of which Snyg has spoken.¹⁶

There is much validity to Snyg's thesis that the basic goal of all individuals is for a feeling of increased worth, or greater value. But his subthesis that "this goal is never completely reached," is questioned. His point was presented early in this paper. "Given one success, one degree of self-enhancement, human beings will always aspire to more."¹⁷ A conservative interpretation of this is that every person wants a repeated experience of what he has already experienced as satisfying. A liberal interpretation is that everyone wants a greater quality of satisfying experiences.

Take a man's drive for sexual satisfaction. In support of a conservative interpretation (for most people) the sexual drive is an example of a drive for periodic continuance of a good experience. How-

¹⁶Snyg, op. cit., p. 348, 11.

¹⁷Ibid., p. 348.

ever, many marital sexual relationships could stand increased degrees of satisfaction. That comes about if psychic health and proper education are fostered. When the desire becomes insatiable, it becomes a sick desire, as psychiatrists testify.

A person may simply wish to repeat an experience rather than increase the degree of it. Human beings do not always aspire to more quality, nor frequency, but simply a periodic repetition. But psychic growth does require also moving beyond mere repetition. Good stewardship requires that a person invest himself in that which will make him worth more to others and himself.

Behind Status: Cher Chez La Femme

Status Seeking and the Wife. Behind status seeking we will most often find a woman. This is not bad. Indeed, most men are successful because of their wives.¹⁸

A popular novel had a heroine named Angel.¹⁹ She received that name because of the role she took with every husband she had. She simply went all-out for whatever walk of life her husband was in. If he was a shoe salesman, she praised the shoe business. If he sold shirts, they were the greatest! Her spirit may be needed in this age. An adjustable wife fits well with a husband's need to be vocationally flexible.

¹⁸George K. Pratt, M.D., "Wives Who Help Their Husbands Fail," in Why Men Fail (New York: Appleton-Century, 1936).

¹⁹The illustration was suggested by a friend, Frank McAdams.

Vance Packard reveals what we are caught up with nowadays in his portrayal of the wife's involvement in the life of The Pyramid Climbers. From sociological data put together in superb journalistic style he revealed that status-striving is running rampant in the United States--and that it is putting severe strain on many marriages. The drive for satisfaction through "upward mobility" in one's occupation can also increase marital satisfaction--if the wife is for it. In fact, one executive says of the wives, "'Often they are more interested than the husband is in getting ahead, and they do what is necessary,'" to get there.²⁰

Corporations are quite aware that any executive they hire must have a good report on his marital situation. Osborn Elliott says: "Most of the countries' top executives strongly believe that the wife can make or break a man's career, and many of them take pains to look over the wife these days when hiring an executive for a top level job."²¹

The head of a large western recruiting firm advises his agents in search of the right man, to--"meet his wife and family if possible: check her out for drinking, talking, emotional stability."²² And when the company's employment application asks the simple question, "age of

²⁰Vance Packard, The Pyramid Climbers (New York: McGraw-Hill, 1962), pp. 260, 65.

²¹Osborn Elliott, Men at the Top (New York: Harper & Brothers, 1959), p. 109 cited by ibid., p. 57.

²²Ed Hergenrather, Head of Hergenrather Associates, cited by Packard, The Pyramid Climbers, p. 57.

wife?" they want to find out if the man has married a mother substitute!²³ On the other hand, a Cleveland executive said of a colleague, "Jim's future is fine as long as he stays with Eileen (his wife.)"²⁴

Questions which the company have in mind concerning the wife are, "Will she have a negative attitude toward commitments he must make in order to progress?" "Will she be a source of distracting harassment...because of the kind of home life she maintains for him?" "Is it likely that she would fail to keep up with him if he moves ahead in the company?"²⁵

Packard says that management worries if it uncovers evidence that the wife is a free spender or a haphazard bookkeeper. It does not want its man to be distracted by financial troubles.²⁶ And

it worries if there are signs that the marital relationship is edgy. It assumes that the men who build up a load of frustration at home are likely to take them out on subordinates at the office.²⁷

Company officials further worry about the man whose wife has her own career. "Will she neglect her role as the ever-adoring little lady at the fireside? Will her career prevent her being an asset for the company in community affairs?"²⁸

From Packard's report it seems that a wife may satisfy a man so much that he will not be motivated to be a good competitor for the company! "And they wonder in a clinch if he would put marriage above the

²³Packard, The Pyramid Climbers, op. cit., p. 58.

²⁴Ibid., p. 59

²⁵Ibid., pp. 61ff.

²⁶Ibid., pp. 62f.

²⁷Ibid., p. 63.

²⁸Ibid.

job."²⁹ The retired head of a very large company said,

The man who goes to the top has got to be slightly dissatisfied with his marriage. The successful climber should not take the defects in his marriage so seriously that it will get in the way of his success, but he should be able to put his marriage in "neutral" when his job demands.³⁰

Wives usually resent this until it comes to a mutual or vicarious fulfillment of status. It is evident from such information that while some husbands' basic needs are so fully met at home that they do not have to strive on the job for basic satisfaction, there are others who simply are not that driven by desire for status to strive hard on the job. If the wife is the one who does the striving, it may very well be because her husband does not give her that sense of worth she needs, as every human being does--and needs from those closest to one.

On the husband's side, Packard is informed from a lead recruiter that there are a great number of unhappy employees who want to get ahead on the side, but who always keep up the front about where they are--the front that they "couldn't be happier."³¹ Such an attitude surely influences how employees answer job satisfaction questionnaires too!

When job satisfaction--or the pursuit of it, runs high, it may take away from a marriage. It may be that status striving can wipe out a marriage relationship on many levels. Lester Dearborn, Director of Counseling Service, and former president of the American Association of

²⁹Ibid., p. 63f.

³⁰Ibid., p. 64.

³¹Ibid., p. 9.

Marriage Counselors, says

As a man climbs the ladder of success he becomes...unwilling to engage in the kind of sex experiences that he did in his early life, looking upon them...as out of line with the dignity which he must maintain even with his wife.³²

In such cases a wife can be of great help if she applies the wisdom of Marie Robinson's The Power of Sexual Surrender.³³

Marion Komarovsky tells how the long arm of the job grasps the wives of blue-collar workers more than it does the husbands, because the husbands' jobs are so routine they leave their thoughts about the job back at the job. She notes that there are blue-collar hustlers after status, too!³⁴

People strive for a confirmation of self worth through the "level" of their occupations. Wives often do this vicariously. Marriage is related to a search for confirmations of worthwhile identity to the degree to which either partner supports the occupational efforts of the provider in the family. Indeed, just being married up-grades one's status in the eyes of most employees! There is also the wife's role as a mutual provider as well as her role as seeker after her own satisfaction--whether vocationally or not.

Hannah Rydh, President of the International Alliance of Women, presents a challenge to women:

³²Ibid., p. 242.

³³Marie Robinson, M.D., The Power of Sexual Surrender (New York: Signet Books, 1965).

³⁴Mira Komarovsky and Jane H. Phillips, Blue-Collar Marriage (New York: Random House, 1962), pp. 280ff.

Every young girl hopes for a happy marriage. For a boy, the thought of marrying is a push to work harder, to train, to advance....She does not take time to train for advancement...one of the greatest tasks for the average woman today must be to create a joy for work.³⁵

The challenge to contemporary men is that many work activities are as congenial to women as to men. If there are fundamental differences between the sexes in relation to work, "it seems highly probable in the light of modern biological research that individuals of both sexes have in their constitution elements characteristic of the other sex," so that it is quite possible for some women to find the same meaning in work as some men. Of course, the technical mastery of the world may be considered a specifically male interest; nevertheless, more "masculine" women may make efficient technicians.³⁶

Automation and Cybernetics Affect Housewives Too! The wife is increasingly seeking employment as a means to status which will give her that confirmation of self worth which she is losing in the home. In her home too many things are done for her by buttons, electricity and little gadgets in general.³⁷ Unconsciously she feels needed less and less. Yet her children need her more than ever in this thing-oriented age.

Husbands and housewives are being affected by automation and

³⁵Hannah Rydh, International Women's News (February 1949), cited by J.H. Oldham, Work in Modern Society (New York: Morehouse Gorham for World Council of Churches, 1950), p. 22.

³⁶Oldham, op. cit., p. 22.

³⁷Cf. "How Women's Role in U.S. Is Changing," U.S. News and World Report LX:2 (May 30, 1966), 60.

cybernation. An onslaught of occupational prestige and blockage of upward mobility is coming about! As Donald N. Michael has warned-- there is not only a threat of reduced numbers of jobs and kinds of jobs--both blue-collar and white-collar, there is also, according to Leavitt and Whisler, the problem of the crystalization of occupational levels separating the top from the middle of organization. The line separating them will be drawn more clearly and impenetrably than ever...,³⁸ and

The upgrading task will be a difficult, and perhaps impossible, one for those whose education and general background do not fit them for skilled work...³⁹

Solutions

"That Unquenchable Inner Spark". There is more in store for wives than frustration--and they are creatively making sure of that. Elizabeth Cless, pioneer in continuing education, quotes one woman who decided to use her college degree later in life, but who felt the need to begin it by returning to the university just to take one course--to catch up on what has been happening. When asked why she and other similarly interested wives were going to such trouble, she said, among other things,

³⁸Donald M. Michael, Cybernation (Santa Barbara, Calif.: Center for the Study of Democratic Institutions, 1962), p. 18 citing Harold J. Leavitt and Thomas L. Whisler, "Management in the 1980's," Harvard Business Review XXXVI:6 (November-December, 1958), 41-48.

³⁹Ibid., p. 24 citing A. H. Raskin, "Fears of Automation Overshadowing its Boons," New York Times (April 7, 1961), 16.

One possible answer is that unquenchable inner spark which believes in the necessity for individual realization. Not one of us is famous and none may ever be, yet each of us in her own way seeks a more satisfying role to express, to think, to feel on a wider plane, and with a new insight directed toward the old, familiar concepts of family and social mores.⁴⁰

Upgrading the Marital Relationship. Another solution to frustration that comes from blocked satisfactions is to up-grade the marital relationship. Advances in marriage counseling are in process, and a couple need not wait until they are in trouble before seeking what marriage counseling offers.

There are many forms of marriage counseling by which to increase marital satisfactions. One which is finding great effectiveness is group marriage counseling or simply meeting with other couples as a marriage seminar. Such seminars could be co-sponsored by management and unions so that the spouse's version of her mate's job would have a hearing. Company and union policy could be up-graded along with the marriages. Who knows, maybe a wife's resentment about some aspect of her husband's work influences him to have mediocre performance?

In any event, whatever improves the marriage relationship will be in keeping with a great world need! For marriage falls into the field of interpersonal relationships which this world must improve or seal its own doom. And the marriage relationship is becoming the most important unit through which to recondition personalities--including

⁴⁰Citing anonymous wife in Elizabeth Cless, "Paper Delivered at Rockefeller-Carnegie Conference," (Bellagio, Italy, April 8, 1965), p. 12.

those of children. Much conjoint family therapy is proving this.⁴¹ We are exploring outer space and we have and still are exploring the inner space of man--his psyche, but we have a long way to go in the creative exploration of the interspace between man and wife, parents and children, peer with peer, nation with nation, and man with God as He is found in loving personalities. Of all these relationships and many more, the most important and really tangible one is the relationship of husband and wife. In it are the seeds of satisfaction and frustration for development and tasting--and sharing with the outside world.

Up until this age of automation and cybernetics, husbands and wives could find confirmation of worthful identity in work roles. From now on they may have to find it in their marriage relationship. With the rise of women into effectiveness in the working world it could be that the greatest mutual satisfactions will be found in a man and wife working together at living life. That will be an occupation which should bring the seeds of many satisfactions into the light of the sun. Then wife and husband could grow in worthfulness as they find their place under the sun. Such a marriage would represent the ideal of human relationships, setting a pattern for open communication on the job and in one's community. Such a marriage would have, in the words of Anthony Storr--

⁴¹See Virginia Satir, Family Con-joint Therapy (Palo Alto, Calif.: Science and Behavior Books, 1964).

a setting in which each partner, while acknowledging the need of the other, feels free to be what he or she by nature is: a relationship in which instinct as well as intellect can find expression; in which giving and taking are equal; in which each accepts the other, and I confronts Thou.⁴²

⁴²Anthony Storr, The Integrity of the Personality (Baltimore, Md.: Penguin Books, 1960), p. 126.

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